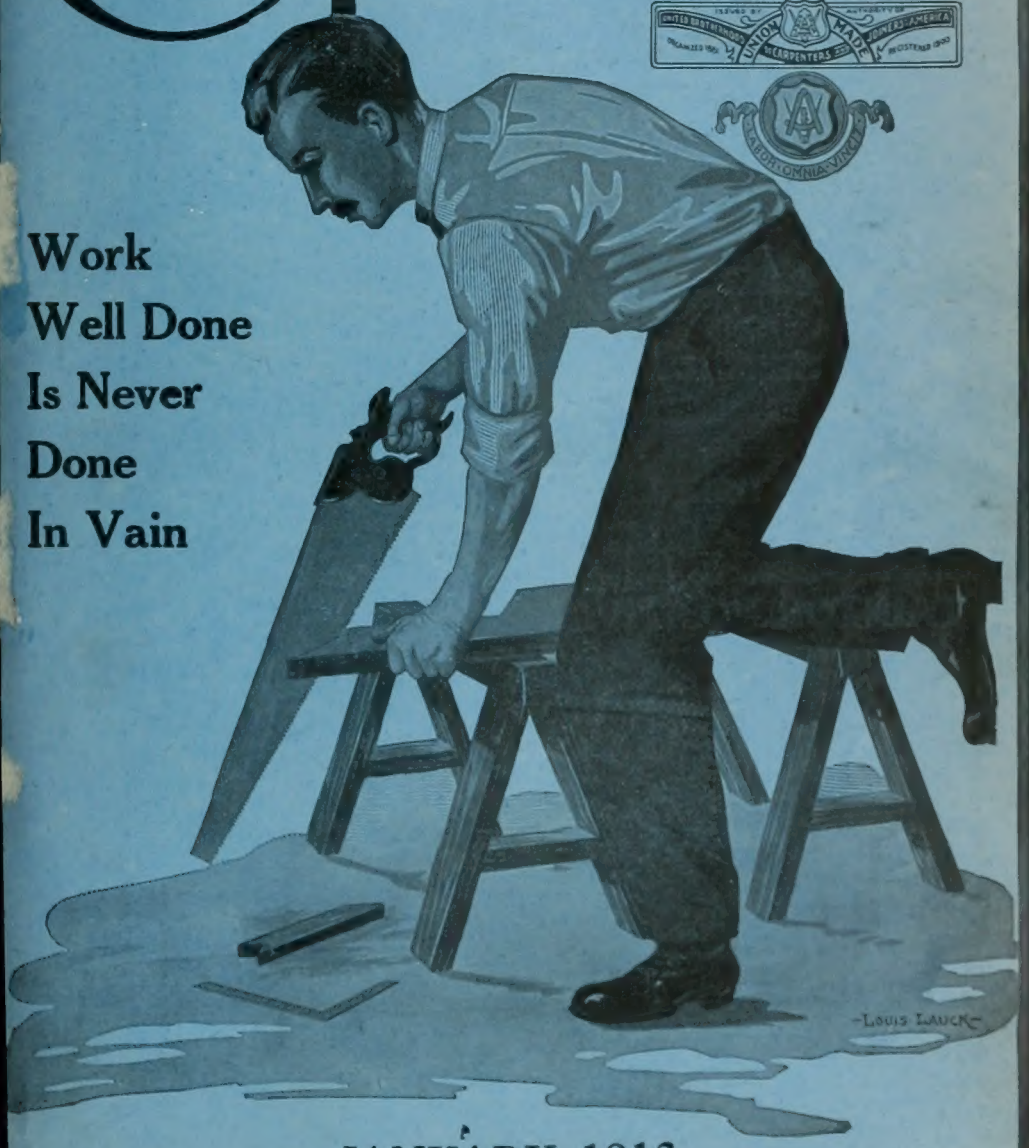
The Carpenter



Work Well Done Is Never Done In Vain

JANUARY, 1913

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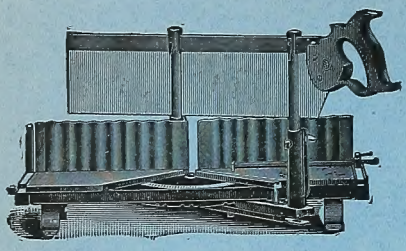
MADE OF STEEL—CANNOT BREAK



First in Quality and Improvements

Automatic stops for holding up saw. Corrugated backs. Graduated

Gauge for duplicate cuts and many other features

UNION MADE

SEND FOR CIRCULAR "F"

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Here's a "YANKEE" Plain Screw Driver

No. 90

A strong, durable, and well balanced tool, of the same high quality as other "Yankee" Tools which today are without equal. The blade and ferrule are highly polished, the handle of hardwood finished in dull black, making a handsome appearance. Each tool is thoroughly tested and the blades are positively guaranteed not to turn in the handle. Made in fourteen sizes.

Send for Book of Labor Savers, a Postal brings it.

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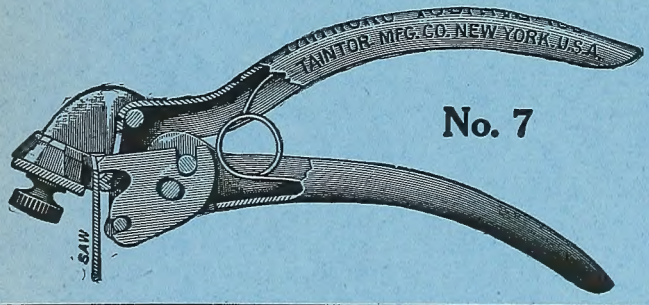
TAINTOR POSITIVE SAW SETS



No. 7

Self-adjusting except turning the anvil to change the setting. Setting easily returned to.

Numbers on anvil do NOT refer to number of teeth on saw.

The tooth is in every way protected while being set, and is left in the best possible shape.

Ask your hardware merchant for it, also to show you our Adjustable Handle, Double Plunger Set. Send for our free booklet, "Suggestions on the care of Saws."

TAINTOR MFG. CO.
95 Reade St., NEW YORK

This paper guarantees we will do as our advertisement says

CARPENTERS can get the SELF-SETTING PLANES on 30 days trial, direct from our factory, if not kept by a local dealer. In writing for particulars if you mention this paper and send 10 addresses of carpenters, no matter where they live, we will send you a carpenter's pencil—Hard and Tough, and our $1.00 Certificate, which we receive as part payment for a plane as stated thereon.

GAGE TOOL CO. -:- Vineland, N. J.

The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

Entered February 13, 1903, at Indianapolis, Indiana, as second class mail matter, under the Act of Congress of March 3, 1879

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INDIANAPOLIS, JANUARY, 1913

One Dollar Per Year
Ten Cents a Copy

LIFE'S MIRROR

BY MADELINE S. BRIDGES

There are loyal hearts, there are spirits brave,
  There are souls that are pure and true—
Then give to the world the best that you have,
  And the best will come back to you.

Give love and love to your life will flow,
  A strength in your utmost need.
Have faith, and a score of hearts will show
  Their faith in your word and deed.

Give truth, and your gifts will be paid in kind
  And honor will honor meet;
A smile that is sweet will surely find
  A smile that is just as sweet.

Give pity and sorrow to those that mourn,
  You will gather in flowers again,
The scattered seeds from your thought outborne,
  Though the sowing seemed in vain.

For life is the mirror of king and slave,
  'Tis just what we are and do,
Then give to the world the best that you have
  And the best will come back to you.

THE CARPENTER

LABOR'S NEW LEDGER

(By Robert Burton Bruce.)

OOD stories, like good resolutions, are good to keep.

Humpy Bill, our grocer's solicitor, went around the neighborhood January 1.

"I suppose," said Mr. Goldbank, "you've balanced the books, Bill, and resolved to die happy?"

"What's your resolution?" evaded Bill.

"Live well while I live," answered Mr. Goldbank.

"Mine's different," returned Bill.

"How?" he was asked.

"Live, love honest labor and die happy," reflected William as he proceeded on his rounds.

Doubtless, you ask—"where is the application?"

"In the amendment," you are indefinitely answered, and very naturally you immediately come back with a peremptory demand that the amendment be stated, and it is—"Live, love organized labor and be happy," and therefore the previous question being called for on the motion to adopt the resolution, as amended, the chair decides nothing else is in order but to vote in the affirmative—"by a large majority."

Don't question the decision, for the chair rules, and always will rule—there is no appeal—that organized labor is the representative, yea, the exponent of all high-grade, honest and reliable labor.

By this time the representative and exponent has taken an inventory of stock on hand December 31, 1912, and is now making up a memorandum of such needs, replenishments and additions as may be of profit in the future, along with numerous things that have been found worthless, out of date and should be disposed of or dispensed with. In brief, the proposition is, to go over every item, sum up profit and loss, start a new ledger and begin to do business upon a good, clean stock during the current year.

There is no business, whatever its class may be, that does not have fluctuations and obstacles. Like all such business, organized labor must grapple with and solve hard questions and concentrate its whole energy and attention upon tying together the broken strings.

Among the items on hand ready to start business with is, undoubtedly, a new set of officers. In many a case the personnel of the old has not undergone any change; in others, new men have partly succeeded old ones, while in most instances a set of officers has been chosen, every member of which is absolutely new to official life.

Whichever the case may be, there is a debit and a credit side to their service. The end of the year should see that the right hand column will have much to carry over to the profit side of the profit and loss account.

Open the ledger. The little word "To" means the debit side, "By" the credit. Under the first, begin, in order, with "Regular Attendance," "Official Dignity," "Excellent Efficiency," "Impartial Treatment," "Commendable Charity," "Brotherhood Benevolence," "Brotherly Love," "Universal Respect," and, lastly, "Unswerving Loyalty to Organized Labor."

On the other hand, don't for a moment think that such items as "Loss of Character," "Soiled Reputation," "Irregular Attention and Neglect," or "Ignorance of Local and General Law, Rule and Regulation," will not overbalance the credit side of official life and blot out the "profit" in the "Profit and Loss" column, for they will, boys, just as sure as you breathe the breath of life. Every member has such a corresponding page.

Each of the above items is important. Only death or ignominious expulsion will wipe them out. Nothing else will so sadly and so soon overbalance them—indeed, every one of them—as discord, disloyalty, indifference to moral, social and

industrial duty and non-payment of fines, dues and assessments.

Long and steadfast devotion is always worth rewarding until it stoops to that service which belongs to the low, base and ungrateful. Then it is time to level the gun of destruction and fire it with deadly effect. But when that devotion has grown deeper, more constant, beautiful and brilliant, it is time to place upon it a crown of appreciation splendidly studded with the costliest diamonds.

Boys, my dear boys, tear out the page that shows aspirations have been, or are, sought only to be dropped when no more honor or emolument can be had. How much cleaner the Balance Sheet will be if the destructive gun has been well manned and fired with splendid effect and the blemished page torn out and thrown into the junk heap of things contaminated with the corrosion of dishonest and selfish ambition!

Civil governments have their open accounts as they have private pages, the publicity of which would be dangerous to successful achievement. So it is with the ledger of Organized Labor. Both have ends to accomplish and protect; but what success would either have had its enemies and opponents free access to its private ways and methods by which it guards the right and assails the wrong? And this means, my dear friends, that among the general duties of officers and members is the vital one of excluding the treacherous tongue, the prying eye and the listening ear of the untrustworthy, especially the despoiler of industrial peace and prosperity.

Seldom have I been personal. In my humble way my association with organized labor has led me to believe membership in it means an uplifting for the wage-earning masses, moral, intellectual action for good, a capacity for wise temperance and effectual endeavor to raise the toilers that they may be secure against industrial slavery. My hope was that you, my friends, had a Merry Christmas; my hope is, it will be followed by a Happy New Year.

MORE ENTERPRISE AMONG UNION MEN

(By W. J. Shields.)

THE labor movement's greatest essential is education. The qualifying of the labor wing up to the standard of not only fitting them to protect conditions surrounding the sale of their labor and their duties as citizens, but to make the best use of the great co-operative force as contained in the union, the national, or the general movement, should be the aim of the membership. The mind force of the worker once awakened to the possibilities of extended conservative enterprise would rapidly change conditions of not only the worker, but would furnish a solution of industrial contention. There are too many among the labor wing who fail to make the best use of their opportunity. Individuals who come into life without prospects and leave life no better off are perpetuating a condition of servitude on their kind. This is not as it should be, with the opportunity afforded by the present day labor organization. What benefit comes through the larger leisure of reduced hours, or extended wages, if we fail to properly use the leisure and larger wage? In many sections of our country the feeling is entertained that conditions are reaching the satisfying point and this fact is borne out in the extensions of the time of trade agreements. Three years are elapsing in many cases between the time of signing up, to the time of expiration of the same, and these periods of inactivity are dangerous to the best in-

terests of the movement unless there is supplied an attraction to hold the interest. Conduct the union on the basis of routine work only, and it will surely follow that the membership will become inactive, lose interest and become generally negligent in duty. A filling in of this time is absolutely necessary and to the writer it appears that there would be no more beneficial subject with which to interest the membership than a study on enterprise of the labor membership. A consideration of this subject would be beneficial as a mind develops, and its working out would be helpful and economical to the organization and the membership thereof.

Back in the earlier days of the United Brotherhood, the late General Secretary P. J. McGuire and myself waited on Secretary Sayward, of the National Builders' Association; and, during a conversation on the question of organization, Brother McGuire claimed that the organizing of the journeymen represented an easy task, but the great trouble we encountered was to hold the number once secured. The conversation took place back in the age when the member failed to recognize the necessity of unionism to the same extent that he does today, and the practice with many was to come through one door and go out by another. Secretary Sayward, in explaining his position, stated that the builders were hard to reach and in many cases after an association was well together, some one among the members would violate the principles, and when this was found out the association would go to pieces, not one at a time, but as a whole. In a moment of seriousness he said:

"Gentlemen, do you know if it were not for the property rights of the membership of the association we would have no Builders' Exchange in Boston?"

The placing of the responsibility of having their fine society the way he did immediately appealed to me, and I reasoned: "If property rights were the means of holding builders together, why would it not act to the same effect with journeymen?" So the following morning I (at the time looking after the interests of the Carpenters as business agent, and the rules allowing two hours in the office in the morning) took up the matter of preparing a plan to present to my constituents looking to the building of a labor temple. I took a prospectus of like property throughout the city and learned that they represented splendid investments, furnishing returns as high as 25 per cent. I, after this, formulated the following plan: The organization of a building association to be composed of union carpenters, chartered by the state, shares to be issued on the basis of $1 each, with a provisional clause that each share holder would be obliged to subscribe for at least twelve shares per year. A failure of this provision subjected the delinquent to a small fine. Stocks only to be held by union carpenters, share holders leaving the union would cease to be members of the association and their shares would be forfeited to the association at their par value. The financial officers were to be bonded and all money properly secured. The association was as safe to the investor as any banking institution. I tested the plan prepared by submitting it to a few real estate men of my acquaintance, and it was indorsed as sound, one of these gentlemen going so far as agreeing to purchase lot and erect building thereon, and trust the scheme to pay for same. He went beyond that and agreed to refund dollar for dollar if the plan failed. I reasoned, after this investigation, that the plan was feasible and my ambition was to interest a thousand of the thirty-three hundred union carpenters who lived within a five-cent car fare radius of the center of the city. This represented less than a third of the organized men and with them in the Building Association they would represent an accumulating force of $12,000 annually. In five years we could erect our temple and have back of us $65,000 worth of property rights. This on an investment of sixty dollars apiece, and if managed to good effect should be able to produce as good

a showing in the matter of interest as the buildings from which I took my prospectives.

I explained my ambition to the members of the local at one of the notified meetings, going into a detailed explanation of the far-reaching effect and possibilities of co-operative enterprise, and proved to my own satisfaction, at least, that through a grouping together of the kind referred to, backed by honest business methods, that this body of men would have back of them in later life property rights sufficient to permit of retirement to respectful leisure. Well, as I have stated before, the boys didn't understand trade union necessity as they do today and some of them thought that my interest was centered in the janitorship of the temple. When I heard of this I understood that the time was not chosen wisely and the Boston Carpenters are still without a home.

Other places throughout the country which have had experiences in the matter of trade union enterprise have demonstrated its successes by having back of their membership the labor temple, representing property rights that are acting as staying qualities to the membership, besides giving to the movement as a whole a better standing with society in general. Trade union enterprise should go beyond the single attraction and study the possibilities in the general, since, from the enlarged scope it might be charged that too few of the builders of homes own a home of their own. And yet we are truthfully told that it is cheaper to pay for a home than to pay the rent demanded by the landlords of the present age. If this be true, then how is it that so small a percentage of carpenters show sufficient enterprise to live outside the grip of the property holders? This condition might be explained this way: A neglect to cultivate a saving habit. In my own case, five dollars a month deposited with a co-operative bank gave me the borrowing capacity when the opportunity came to house my family in their own home. Some embrace their opportunities, while others, and they represent the greater number, allow them to go by unnoticed and continue this condition of negligence until too late. Experimenting in trade union enterprise would prove so profitable to the membership that it would lead to a cultivation of the saving habit, and an association once formed would have within its accumulating possibilities a sufficient fund to aid the ambitious individual with the means to a home of his own.

From a view point in another line, let me refer you to one of the most scientifically handled strike movements to be found in the history of the United Brotherhood, which was in my judgment that of the planing mill hands of San Francisco at the time their men struck for an eight-hour day. The employers contested, claiming that they could not afford to operate their mills on an eight-hour basis with an outside competition of nine or ten hours. They were splendidly organized, and relying on the strength of their association they decided to fight. The side represented by the men was equally well organized and affiliated with the Building Trades Council, the said organization approving the movement. This contest represented at the beginning the possibility of a large expenditure of money to pay strike benefits. But Brother P. H. McCarthy, President of the Building Trades Council, realizing that the strike, if permitted to operate from the ancient custom of paying strikers to walk the streets, decided that the old method was not safe, that there were possibilities of not only wasting a large amount of money, but of sacrificing the perpetuity of the mill men's organization and what was represented therein. He, through this line of reasoning, decided on a daring business move. That was to use the money, not in supporting men in idleness, but to use it as a working capital to start a new mill that the men might be employed.

His idea was ridiculed. But Brother McCarthy knew he was right. He organized a company capitalized at $100,000, and got the money from the trade

unions of California. The employers called it a bluff; but when they saw the goods, in the shape of a new mill, the second largest in San Francisco, equipped with modern machinery, the bosses changed their plaint to the effect that "he will put some incompetent in charge and defeat will be the result." But Brother McCarthy conducted himself as no fool. He secured an experienced mill manager and the mill started operations on an eight-hour basis with union men exclusively. The employers with this evidence of extraordinary business activity of the unions before them, capitulated. The two sides got together and the employers granted all the demands of the union—and more. They admitted the union mill into their association as a member. In other words, here was a complete monopoly of the mill working business in which the union actually appeared on both sides of the agreement, on the one side as the owners of the second most important mill and on the other as dictators of the labor employed. I cite this strike story as an illustration of the far-reaching possibilities of industrial partnership.

If the labor organizations are to succeed in establishing peaceful methods of solving industrial contention, then we need to understand that combination of men in union backed by proper finance and harmonious operation represents a power that will compel respect and place labor on equal terms with capital. We have the organization, but lack in the other two particulars. The realization of this is my reason for claiming that education is the greatest essential of the labor movement, and if we could train the membership through successful experience, the results would be that the labor organization would naturally be accorded the same recognition as is accorded other associations represented by the money powers. The association that controls the lumber market does not have to strike to raise the price of that commodity. This is true down the list of all commodities controlled by associations. We have back of the labor movement tremendous possibilities properly worked out. Study what they represent. The effort will well repay you. Charles Stewart Parnell said: "Opportunity is a horse bridled and saddled, which stops at every man's threshold once in a life time. Be ready; mount and he carries you on to success and honor; pause but a moment, he is gone, and the clatter of his iron hoofs, echoing down through the corridor of time will forever remind you of what you have lost." Brothers, your opportunity is here. Sieze it with resolute hands, thereby rendering a vast service to yourselves and to the organization of which you are exponents.

The Test of a Fair Wage

Treat the toiler as a human being, not as a machine. Let us be prepared to forego part of our profits. The laborer must be able to live with his family in comfort. That is the test of the fair wage. If my principle of fair wages were followed the laboring man would have the opportunity to lay aside money for his declining days, but based on present conditions, after paying rent, clothing and other necessaries, he has little chance to save. The difficulties between capital and labor arise because most of our laws favor the capitalist and not the laborer. If more laboring men were sent to the halls of legislation it would be better for labor. The trouble is that the majority of capitalists do not admit the rights of labor. They treat men in the way they handle bales of cotton. How can this condition be remedied? By educating the community so that the right kind of men are sent to the halls of legislation.—Rev. T. L. Gasson, S. J.

The best medicine I know ov for rumatism iz to thank the Lord—that it ain't the gout.—Josh Billings.

The greatest reform of all is self-reform.

THE CARPENTER

THE RIGHT TO ORGANIZE

(By Louis Francis Budenz.)

When man is alone he is powerless to defend himself against anything. -Pere Lacordaire.

TO EVERY man, no matter what his rank or station, there belongs, along with the right to live, the right to organize—to associate himself for a legitimate purpose with others of the the same class or kind, or habit of thought for mutual help and self-protection. It is an inalienable right of which no human power, however strong, may lawfully strip him. It is inherent in his nature as a social being—living, walking, acting among and with other men. Civil society itself is but the result of this same natural propensity in man, conscious of individual weakness, to seek strength in united effort. And in the course of the necessary regulation of the acts of its members, it consistently declares that they may legitimately pursue happiness so long as they do not in doing this rob others of happiness, and have the right to live so long as they do not attempt to rob another of his life, thereby recognizing this principle of the natural law that man has not alone personal rights and duties, but social rights and duties as well. And, as he may in certain cases of necessity individually assert these personal rights, so, as a social being, in certain cases of necessity, he may assert his social rights.

To the working class in particular should this right to organize be guaranteed in every well regulated commonwealth. For organization is much more of a necessity to the workers than to the capitalistic or employing class. Individually they are much weaker and less able to enforce their just demands. An unprotected workman of the English docks or a worker in the mills at Homestead, or a textile operative in Massachusetts has an infinitely smaller chance of obtaining the proper ratio of wages and decent hours of work than has an individual employer to obtain his just share of trade and the expected return from his investments.

For the toilers to live it is necessary that they labor. Were this not so, they might be free to dispose of their labor for any remuneration they might see fit to receive. But as it is so, not one of them can rightfully bargain away his labor for less than a wage on which to live. In doing this, he is robbing his family, himself and his fellow toiler. We have obligations in this matter not only to ourselves, but to all around us. In lowering our own wage beneath the margin of decent existence, we are causing other laborers to lower theirs; in turn they are influencing still others, and thus we have the inevitable result—starved, inefficient workmen, cheerless homes, suffering women and children, wives leaving their firesides for sweat shop and factory against their instincts of motherhood, wee tots going into the cannery and shrimp oyster works, to help earn the daily bread. This is the condition that is bound to exist in a regime of cutthroat competition between the laborers.

To protect himself and his fellows from these things it is incumbent on the worker to organize. In union he will find the strength to put forth successfully his demands. Without this, the right to live in practical life would become a mere nullity and a by-word without meaning.

Nor is this inconsistent in any way with the well-being of society. Order is nature's first law, and a legitimate, compact organization of wage earners, intelligently and prudently directed, makes for order. It is easier, then, to determine the justice of the respective claims of all classes than if society were divided into a chaotic mass of struggling individuals. To have capital highly organized and labor unorganized and demoralized, is to have a lop-sided condi-

tion and consequently an unhealthy state.

For proof of this we need but look at the steel and iron manufacturing region of Western Pennsylvania. There at the blasting furnace and the rolling mill we can see the toiler working in the midst of dust and excessive heat twelve hours a day, often seven days a week, for scarcely a living wage. We can see him, after the day's work is done, dripping with sweat, go out in the cold night air—for there are no accommodations for his personal comforts. That admirable and accurate review, The Pittsburgh Survey, truly says: "A repressive regime that makes it impossible for men to protest against conditions that are inimical to their welfare serves now, and has served since the destruction of unionism, to keep the employers in the saddle." Were these places properly organized, as they are sure in time to be, for the work is steadily going on among them, there would be no twelve-hour day, no week of work without at least one day of rest, no unsanitary conditions to the great degree that they exist today.

Of the English trade unions, Charles S. Devas tells us that the benefits that they have conferred or helped to confer, on the artisans of that country are many. "They have been one of the chief forces which have lifted the manufacturing and mining work people from the appalling misery of the unregulated period. They have facilitated factory laws and the protection of women and children from cruelty and degradation. And for their members, besides acting as benefit societies, they have secured higher wages, shorter hours of work, removal of middlemen (sub-contractors or sweaters), removal of many oppressive fines and penalties, checks on brutality of foremen and support to those out of work. They have given mental and moral training to their members, teaching them to debate and reason, to act in concert, to make provision for the future." And these same benefits and more could be recited as the results of trade unionism and organized labor in general.

The ideas of "each man for himself" and "let the fittest survive," in their practical, concrete meanings, are repugnant to true human instincts and are absolutely false standards by which to attempt to regulate a state or industry. If one feels that his wages are high enough let him not selfishly stand aloof, but remember that these enjoyments come through the efforts of his fellow workers. How long does he think his good wages would continue were all attempts to organize abandoned? Let him put his shoulder to the wheel and help them in these efforts. That is what organized labor desires and demands. It does not wish unceasing warfare; it does not battle just for the love of strife. It wishes nothing unjust or unreasonable. It but means to organize the workers that they may receive proper treatment and a fair day's pay for a fair day's work. The organized workman, too, should remember that in this a great principle is involved, and that it is not merely an effort to crush out all opposition by sheer force. In remembering this, he will be less easily discouraged, more ready to proceed in the right line of action, and more apt to attain the real betterment of the working class.

Opportunity

They do me harm who say I come no more
When once I knock and fail to find you in;
For every day I stand outside your door
And bid you wake and rise to fight and win.

Weep not for golden ages on the wane;
Each night I burn the records of the day;
At sunrise every soul is born again
To vanish joys, be blind and deaf and dumb;
My judgments seal the dead past with its dead,
But never mind a movement yet to come.

Though deep in mire, wring not your hands and weep,
I lend my aim to all who say, "I can."
No shamefaced outcast ever sank so deep
But he might rise and be again a man.

—Walter Malone.

THE CARPENTER

IN TOUCH WITH THE TOILERS

(By Margaret Scott Hall.)

On we march in the early morn,
As we did since the world began—
Don't muzzle the ox that treadeth the corn;
Leave a share for the working man.

MEN are not cattle to be driven, uncomplaining and unresisting, from bad conditions to worse—from positive penury to superlative degradation. At last they will rebel at serving as cheap machinery, obedient, animated tools of tyrannical commercialism. It is reasonable to assume that the average workingman indulges some ideals and ambitions in life. And it is unfortunately true that the monopolistic policy of finance renders well nigh impossible a realization of the poor man's aspirations.

In putting existence on a plain, bare, meat and bread level for the toiler, and holding him there, the powers responsible have cheated him of his birthright. In putting so much that is desirable and makes life attractive and worth living out of reach of the workingman, monopoly has overshot the mark. Wanting profits, it is inconsistent that capitalistic interests were not farsighted enough to have better conserved the physical strength and intellectual capacities of the working people. Through consuming greed, keeping humanity down, groveling on the lowest plane of existence, capital has made a poor business investment.

This policy will yet cause the destruction of the established "graft" system of finance.

Men who must work should know how to do their work well. They must be able physically and intellectually to make their work acceptable, otherwise it is mutually unprofitable for capital and labor.

Go with the workingman into his home and look into his life. Observe domestic conditions there. Necessity forces his children out into the ranks of breadwinners long before they are old enough to acquire an education, or had opportunities for industrial training. And still they rise up to shame and accuse Uncle Sam—these involuntary wards of the nation, the unequipped toilers.

It is an absolute necessity for each member of the workingman's family to become self-sustaining at the earliest possible moment. Need and greed are responsible for child labor in this country—popularly termed God's country.

Where sweat-shop systems prevail, who can wonder that a spirit of resentment, restlessness and sullen desperation is ever astir among the toilers? Even anarchy and revolution are liable to arise from the cruel and unjust conditions of the poor.

Ignorance, prejudice and blind obstinacy will never correct mistakes nor alleviate friction. The situation has become so acute between class extremes that the more intellectual minds of the conservative element in every walk of life are studying the causes of industrial unrest. Trades and professions alike are studying the situation impartially.

Schools and colleges are seeking more intimate knowledge on the subject of industrial business relations, the motives and methods of trades unions, the practices of "graft" and injustices imputed to organized capital. Alert and seeking reliable information, economic students are making honest investigation. They are studying capital's arbitrary treatment of labor. They are also studying organized labor's point of view—its social spirit, its fraternal features, and the work it is beyond dispute accomplishing for humanity.

Capital's arrogant, selfish indulgence of monopolized blessings, and contemptuous indifference to labor's burdens and necessities, furnishes food for thought. Its inhuman attitude toward the unrelieved suffering and hardship of the

toiler, has enlisted many besides working people in labor's just cause. The contrast in conditions unconsciously arouses indignation and sympathy as public attention is more and more directed to prevalent disputes.

Criminal extravagance offsets the cruelest poverty; waste mocks want; education and culture deride pauperism and ignorance; even disreputable idleness in broadcloth looks down to scorn honest labor in overalls! The fire of resentment and retaliation is smouldering in the subconsciousness of the people, and if once the mad passions were to blaze, all the peace conferences on earth could not adjust the differences or prevent revolutionary disaster. The better side of human nature must wake up and take control of the more brutal instincts within us. If the rich and comfortable will learn to practice the Golden Rule as well as they preach it, a reign of industrial peace will soon result. Fraternal love is one lesson capital might condescend to learn from the labor union.

So many ways, so many creeds,
So many paths that wind and wind,
When just the art of being kind
Is all the old world needs.

CAPITAL'S SUBTLE CONSPIRACIES

(By Prof. Ezra G. Grey.)

THE big ship flying the ensign of organized labor rides on and on in its precessional sail over the barriers which capital's subtle conspiracies have placed in its course, finding them pregnable to its high moral and industrial power as it clears the channel of skilled and industrious labor wherever and whenever it finds the undermining designs and devices.

Failing in efforts to dismantle and sink the noble craft to the bottom of the unfathomable sea of destruction by bombardments of various forms, the conspirators nevertheless abate not in effort and action. Realizing that every failure is a fall against themselves, they start in again only to meet defeat after defeat. We can see them throwing the power of their influence even against those employers who refuse to reduce or hold wages down to a minimum scale and in favor of those who fear and yield to their vaunted strength. Low down and desperate as their spirit is, they court courage to destroy the brave old craft by ramming it with the big guns of long hours, unsanitary surroundings and dangerous and barbaric working conditions, invariably meeting defeat.

Checked, but undaunted, the assailants bring to their attack cheap foreign labor only to find such labor is not long in recognizing the imposition practiced upon it or looking to its own enlightenment and advancement, and finding both in the strength and solidity of the cause from which the big ship holds its commission. Foiled, but persistent, the would-be destroyers oppose all child labor legislation presented in State legislatures and the national Congress that has for its purpose the lessening of the evil. Prison labor has come under their fire whenever any enactment has been proposed in form and force so as to constrict and lighten its burden upon honest, law-abiding, skilled, industrious and competent workmen. And this they have done and are doing and will continue to do by their purchasing power or by amendments that subtly favor prison-made goods and contractors inside and out of prison walls, for it has been charged and apparently established that the latter have offices and employes in State institutions.

By the aid of financial and political influence employers' liability laws have been defeated or dressed in such shrewd phrasing that each one has been subtly provided with loopholes for employers

and dragnets for employes. Industrial education has been shaped to embrace a curriculum opposed to the fundamental principle of industrial unity and organization, as also to reject those which made experience of old tried masters of actual mechanics—industrial and trade service—proper guides to be followed. Exercising the liberty of free speech and a free press for themselves, the constitutional rights of every wage earner and publication have, through courts, been silenced by plasters of prevention.

Any open friendship for the laboring masses shown by political aspirants for office brought such aspirant quiet but certain defeat. So, too, have the doctrines of mutual defensive action met the same influences and methods, notwithstanding capital's own press and pens were permitted to assert such action was not merely the essence, but the actual application and effect of anarchy and nihilism.

The lavish financing and employment of unscrupulous ferrets and their ways and methods, have been, and are yet, carried on with an outrage and disgrace that lowers the civilization of the present age and elevates the perfidy, knavery and venality of the Punic and barbarous ages of the past.

Every right and reasonable advantage asked or hoped for by wage earners have been harassed and denied by constant litigation and damnable appeals to pliant courts for the no less damnable processes of injunctions.

The pen corrodes in its efforts to find a clear and plausible, pardonable and reasonable stimulant or inspiration for the bruising blows against the honest and honorable hopes and aspirations of the clean, competent, industrious and skilled workers in labor's ranks for higher ideals of industrial improvement and better conditions of human livelihood. Nevertheless the little instrument so valuable in expressing thought blurs not itself in pointing to weak members that fail to look upon the outrages, the impositions and the injustice heaped upon the rights and justness of labor's cause, though it defends no cause, no course, no conduct that is not fair, impartial and irreprehensible, for it would not then be the friend of the laboring people, of which it considers itself one.

Who, then, is at fault? The one that forsakes the defensible cause or the one who seeks to destroy it? Conscientious labor stands for the overthrow and punishment—civil, moral and judicial—of the traitor, the deserter and the despoiler in its ranks. On the other hand, the true unionist, the impartial citizen and the American people in general can not but see that the rogues and rascals are performing a perjuring, dog-in-the-manger service in capital's subtle conspiracies.

Let the assurance go to every laborer and friend of labor that the thoughts, as here expressed, have come in the quiet and calmness of personal observation and investigation and not from the weight of any power, influence or incentive, the hope being that what has been written only presents truth and justice and assails the false and the fictitious. Read this article and think.

Not Understood

Tho' not understood, what need you care
  Ever do your part.
Meet all snakes with a smiling face.
  Tho' you carry an aching heart.
After the storm has passed away
  They'll wonder how you fared.
Then it will dawn on the pigmy mind
  There was one who cared

There was one whose heart was right,
  Whose deeds this world can't know.
Who scorned all thought of pretense or sham.
  With never a move for show
Tho' you are bitten a thousand times
  And cursed by snakes low down.
Unless you are broad as the wide wide world
  How can you win renown?

He played full well a manly part,
  Tho' he far in the background lies
This sad old world awakes at last,
  When the granite towers o'er his head
Tho' he was nothing to us in life,
  He's a hero when he's dead

Agnes Thecla Fair

THE CARPENTER

THE SWISS CARPENTER

(By George Cecil of London, England.)

THE carpenters of Switzerland labor under conditions which are—in some respects—almost ideal. Owing to the large extent to which wood takes the place of stone and bricks and mortar, a vast percentage of the houses are plank-built. Consequently carpentering ousts stonemasonry and bricklaying, a circumstance which occasionally results in relations between carpenters and the stone and brick men being a trifle strained. The last-named declare that the durability of stone and brick make for the truest economy, and that plank walls result in draughts, and consequently, in discomfort.

Meanwhile, lumber being extraordinarily plentiful, planks comparatively inexpensive, and carpentry within the means of the poorest person hankering after a chalet, the carpenters have it all their own way. Indeed, many a carpenter, after some years of the strictest frugality, saves sufficient money to enable him to set up in a business as builder (of plank-built houses) in a small way. Meanwhile, those who prefer a certain weekly wage to an uncertain profit, can nearly always depend upon earning the wherewithal to keep the wolf from the door.

"Merry and bright" is evidently the motto governing the Swiss carpenter's attitude towards the day's labor. The blithe fellow sings as he sets out for his work; with each twist of the gimlet or turn of the center-bit he warbles. And when the bell sounds the hour for knocking off, the strain becomes a song of praise. Nor does trouble drive the sunshine from his heart; should the job on which the carpenter is engaged turn out a failure, he buckles to and does the work over again—blaming himself for not having succeeded the first time.

For the rest, the carpenters of the cantons who work for an employer are invariably furnished with tools of the latest design, while those who earn a living doing odd jobs make shift with such substitutes as they can afford. In remote Alpine districts, far from the haunts of civilization, some of the tools are a survival of those which were used many a decade ago; but in the "down-to-date" carpentering establishments in Lucerne, Basle and Geneva everything is of the latest type—thus affording a market for American manufactures. In fact, for so small a country Switzerland is well in the forefront of enterprise, a fact which brings joy to the hearts of the French and German machinery manufacturers doing business with the large Swiss carpentering establishments.

LABOR'S WORK

(Extracts from article on "What Labor Has Done," by Hon. Frank L. Mulholland, the attorney who defended the famous hatters' case against the Anti-Boycott Association.)

With the landing of Christopher Columbus on an island of the Bahamas, October 12, 1492, there began the development of a new world. Three later voyages of this intrepid mariner still further marked the pathway across the Atlantic. The Cabots, Cortereal, and Smith added much to the new world's growth, while the discoveries of Champlain, Father Marquette and others turned the envious and avaricious eyes of all Europe to the Western Hemisphere.

In the midst of these discoveries there was found a territory lying between the Gulf of Mexico and the waters of Lake Superior, and extending from ocean to ocean, than which there was no finer for the building of a great nation.

It had a great diversity of climate, was

traversed by noble rivers, and divided by magnificent mountain ranges.

Here the majestic Mississippi gathered the waters of the northern plateau, mingled them with those of the Missouri and the Ohio, and swept on to the sun-kissed waters of the Gulf. Here the rivers of the Pacific slope went thundering down to the sea, and the noisy Colorado rushed away to the southward.

Here the untraversed waters of the Great Lakes gave no promise of future usefulness. The mighty Niagara wasted its unmeasured strength in dashing foam and empty sound. Here the St. Lawrence washed its Thousand Isles and spread its enchanting beauty to await the admiration of future years.

Here gigantic forests sighed as the unspent winds wrestled with sturdy oaks, graceful pines, and sweetest maples.

Here the solemn mountains kept secret their golden stores of rich ores and precious stone.

Here the fertile valleys spoke no prophecy of abundant harvests, and the hills of Pennsylvania and West Virginia, rich with coal and oil, gave no suggestion of future power.

This was indeed a magnificent territory, the extent of which its discoverers never knew. You could weld Great Britain, Ireland, France, Germany, Austria, Italy, Spain, Portugal, Switzerland, Denmark and Greece into one great empire, and here lay it down in the territory west of the Mississippi, lay it down once, twice, aye, three times and more. This, our country, of which Gladstone once said, "a natural base for the greatest continuous empire ever established by man."

Yet with all these natural advantages, this land of ours was an uninhabited wilderness until those brave spirits of the Old World sought our shores in the hope of a deeper fulfillment of life's purpose.

First came the Spaniard, the Portuguese, the French, the Dutch, and the English; then poverty, dissatisfaction, oppression, and ambition drove the thousands from every country of Europe to the hospitable shores of America, until our more than eighty millions of people are but transplanted Europeans.

Most of us came from the laboring classes of Europe, "the off-scouring" some one has said, but with us came Labor. Labor with its ambitious eye, its sturdy heart and willing hand—like a mighty magician—walked forth into this region uninhabited and waste; looked earnestly upon the scene, and waving its wonder-working wand, caused these dreary valleys to smile with golden harvests, the forests to bow, the furnaces to blaze, and the anvils to ring upon the mountain sides, the ships to plow the waters, the busy wheels of industry to spin, towns and cities to appear, temples of religion to rear their lofty spires, and this vast American wilderness to resound with the sounds of joy and industry.

* * * * * *

Great is our national pride, and no words of mine can express the nation's debt to those whose labor built this nation.

Labor felled the forests, drained the swamps, plowed the fields, planted the seed, gathered the harvests, threshed the grain, ground the flour, and established our agricultural supremacy, until today we feed our own people and ship food stuffs for untold millions to foreign shores.

Labor sawed the timber, molded the brick, quarried the stone, split the slate, shaped the columns, reared the tapering spires and towering buildings that have made American architecture the eighth wonder of the world.

Labor has tunneled deep into the solid earth and brought forth long-hidden stores of coal; has explored rich veins of deeply buried rock, and extracted the gold and silver, the lead and zinc, the copper and iron, and in ten thousand furnaces Labor melts these ores and molds them into a million shapes for use and ornament.

From the gnarled oak of primeval forests Labor shaped the timbers, built the ships, and dotted our rivers, lakes and harbors with graceful carriers of our nation's commerce.

Labor, laughing at difficulties, has harnessed the Niagara and bridged the Great Lakes. Labor has tunneled beneath the mighty rivers, pierced the mountains, blasted the rock, filled in hollow places, and excavated the hills to span this continent with highways of steel.

Our forefathers doubted the feasibility of a continental republic, but Labor and steam bound the continent into one natural empire, and electricity carries light and power along the wire to show the way and quicken the pace of this new era.

I have sometimes likened the labor movement in this country to a great wagon wheel, composed of hub, spokes, felloe, and tire. In this wheel of labor, the hub is represented by the American Federation of Labor, with its headquarters at Washington; the spokes of this wheel are represented by the various international associations, the international associations of carpenters, printers, metal polishers, machinists, woodworkers, painters, etc., all affiliated directly with the American Federation of Labor. The felloe or wood rim that surrounds the wheel is represented by the various local organizations of these international associations. Your locals here, the printers, paperhangers, machinists, woodworkers, bricklayers, miners, etc., all affiliated directly with the internationals, that are in turn affiliated directly with the American Federation of Labor. The tire, the iron band that surrounds the wheel and holds it in its entirety, is represented by the individual members of these various local organizations that are affiliated with these international associations, that are affiliated with the American Federation of Labor.

So we have in this organization of labor every part dependent upon every other part, and in this great organization are associated more than three millions of men who toil.

The strength of the wheel is in the tire. The wheel is no stronger than the weakest spot in the tire. This tire of the wheel of labor is represented by you, and you, and you, and each and every individual member of united labor, and the labor movement can be no stronger than the individual members of the various local organizations.

So united labor will deserve the respect and will receive the co-operation and support of public opinion only so long as the individual members of united labor so conduct themselves as to deserve that respect and that co-operation.

If there was ever a time when united labor demanded strong minds, brave hearts, true faith, and consistent, conservative manhood, it is today.

I sometimes wonder if some of your organizations are not going a little too fast in their anxiety to accomplish that for which they are organized. The greatest danger that threatens united labor today is its own strength. You must not be led into the belief that "Might makes right," and that having the power to do a thing gives you the right to accomplish it. Your organizations today can crush and destroy almost any business, and you should look well to the justice of your contention before you begin the battle.

It is a mistake to class all employers as the enemies of labor. Because of competition the fair employers can only pay such wages and grant such conditions as the unfair employer can be forced to give. The desire of our people to purchase cheaply encourages the employment of the sweatshop, prison labor, female help, and child labor to the destruction of that employer who would gladly welcome a change in our industrial policy. The trade union contract in many shops and factories has solved the labor question. The willingness of the employer to meet organization with organization, and by argument, consideration, and the desire to do justice by all, has accomplished that which force in many cases has failed to bring about. These men give signs of the better times that are coming; that are coming through the conscientious education and organization of labor; that are coming as sure as there

is a God from whose throne justice flows, "in whose hands justice is, and by whose might justice will be made triumphant."

* * * * * *

The labor question demands the best thought of the best people and affects not alone the wage-earner and the employer, but each individual citizen. This question will never be solved by the crank or the fanatic. Radical men may point out the vagaries and changing tides of public sentiment; but this is a serious question and demands serious thought.

I am no pessimist. I look into the future with hopeful enthusiasm, fully believing that the hosts of labor will meet the conditions courageously and solve these vexed problems correctly.

FALLACIOUS ARGUMENTS OF LABOR'S OPPONENTS

(By John Mitchell.)

What, justly and logically, is the order of argument on the question of the trade union?

Trade unionism is a natural consequence of the social conditions resulting from competition between wage-workers for employment. That is the primary, the basic, the comprehensive fact to be considered by every assemblage, every economic observer, every contestant on either side, when considering the question of united labor. There is no other equally illuminating initial point for a discussion of the wage problem. That this is true is accepted as an indisputable commonplace wherever men of affairs face men of labor in arranging terms for labor in the market.

Mr. Kirby's solution of the problem is that there must be no "interference with the natural law of supply and demand." He would have the sellers of labor ever at the mercy of buyers, whereas the trade union would put sellers on an equal footing with buyers. The depths of deprivation and despair to which the mass of wage-earners may be carried by unrestricted competition among themselves for the boon of work has been illustrated the world over, times without number. The competing laborers have been tantalized with a vicious circle of inapplicable or self-destructive palliatives for the persistent fact of general competition and its baneful effects. "Be thrifty" is a useless injunction either to the wage-earners out of work or to those whose gains at best fail to secure the standard of living of civilized beings. "Be competent." "Be loyal to your employers." "Be quiet." "Distrust agitators." All such admonitions have everywhere been listened to and followed by well-meaning, confiding, upright, industrious laborers, to find at last that while each in certain conditions may have its place in prudent conduct or wise self-guidance, all together—as in the case of the industrious, patient, self-denying, but starving sewing women—count for little in an overstocked wage market.

When is the wage market overstocked? The answer is: Whenever a wage-worker's employer can tell him to be off if dissatisfied; there's another man waiting for his job. That fact makes the employer the master. No individual in the mass of laborers can stand up for his own terms in employment when another, his equal, or anything like it, will accept lower terms. Moreover, the employer himself, whatever his just or generous inclinations, is made to bend to the law of competition in labor when his rival reduces the cost of production through working his employes longer hours than he would exact or for smaller wages than he would wish to pay.

Trade unionists every day overcome Mr. Kirby's "natural law of supply and demand" by a method equally natural. They refuse to sell their labor in competition. From the proposition that they shall not do so flow as corollaries the regulations by which the unionists forestall the buyers' methods of overstocking or un-

dermining the labor market. They justify their rules by the necessity of self-preservation for their union. Their organization is the instrument indispensable in attaining their purpose—a welfare of the working classes impossible in a state of competition.

No congress of employers and employed, if honestly setting out to face truth germane to their object, could possibly avoid debating this main principle of the labor question. They could never get away from it unanswered. All other phases of the subject are subsidiary to it. The character of the men in the labor movement, or of the men ambitious to be the champions among united labor's enemies, is not pertinent to it. In a parliament studying the labor problem, economics coming separately and first, the enforced competition of laborers must be the overshadowing matter for consideration. But Mr. Kirby and his kind ignore it.

Why Mr. Kirby is conducting a losing fight is plainly to be seen. He has not won with the working classes, for the reason that all his arguments, when they come to the testing point, are but arguments for the restoration of competition in the labor market, and that condition is intolerant because destructive to the workers. He has not won with the employing classes for several reasons. The wise and experienced among them, equally with the union men, regard the drift of his talk—has he any doctrines?—as antiquated, impractical, detrimental to society. A large proportion of them do not share his feeling of misery and pain when judging the outcome of unionism. On the contrary, they pronounce for the unions. They would rather go with the unions' sympathizers—the women's clubs, the lawmakers, the organizations that strive for industrial agreement, all of which in their turn Mr. Kirby has rabidly denounced—than the way Mr. Kirby has chosen, the way of ceaseless conflict, hard feeling, hysterical lamentation and foredoomed defeat.—Organized Labor.

"Do Unto Others"

There are times when men of various crafts are engaged by general contractors and owners of buildings on day work jobs, and sometimes the accusation is made that on such work those employed do not do justice to either themselves or their employers, in the way of a fair day's work.

If such is the case, and every statement must have some foundation, imaginative or real, are we doing the man who employs us the injury or ourselves and our organization? As a rule on such work more or less influence is required to get the work for union men, and at least an honest and fair day's work should be given the employer in return for the confidence he has in members of labor organizations doing him a good job and doing it in a reasonable time. Every man working at the trade knows what is expected from him in the way of a day's work when employed by the plastering contractor. Why, then, should the man who employs us by the day and expects only an honest day's work not receive it?

Organized craftsmen are known as the best mechanics in all trades, and if there is any opening left for those employing union men to draw an unfavorable comparison of the quality and quantity of work done between organized and unorganized labor, it is going to go further than the individual member, and cast odium on the labor organizations in general. Let us meet the accusations squarely. If we know we are or have been doing an injustice to our employers we should remedy the wrong at once.

Our claim for a higher rate of wages is based on the return for a fair day's work. If we get the wages asked for we should give the return expected.—The Plasterer.

The movement for the improvement of the condition of workingmen's living conditions is bigger than its mistakes, and wisely directed and controlled, is fraught with big promise of future good.—Rabbi Martin A. Meyer.

OUR KIND OF A MAN.

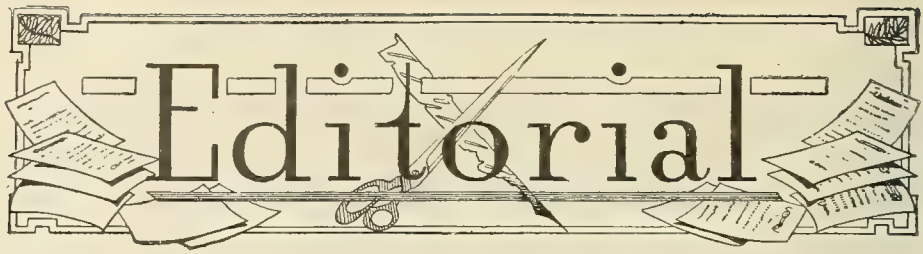
(By James Whitcomb Riley, in "Afterwhiles.")

I.

The kind of a man for you and me!
He faces the world unflinchingly,
And smites, as long as the wrong resists,
With a knuckled faith and a force like fists;
He lives the life he is preaching of,
And loves where most there is need of love;
His voice is clear to the deaf man's ears,
And his face sublime through the blind man's tears;
The light shines out where the clouds were dim,
And the widow's prayer goes up for him;
The latch is clicked at the hovel door
And the sick man sees the sun once more,
And out o'er the barren fields he sees
Springing blossoms and waving trees,
Feeling as only the dying may,
That God's own servant has come that way,
Smoothing the path as it still winds on
Through the golden gates where his loved has gone.

II.

The kind of a man for me and you!
However little of worth we do
He credits full, and abides in trust
That time will teach us how more is just.
He walks abroad, and he meets all kinds
Of querulous and uneasy minds,
And, sympathizing, he shares the pain
Of the doubts that rack us, heart and brain;
And knowing this, as we grasp his hand,
We are surely coming to understand!
He looks on sin with pitying eyes—
E'en as the Lord, since Paradise—
Else, should we read, Though our sins should glow
As scarlet, they shall be white as snow?—
And feeling still, with a grief half glad,
That the bad are as good as the good are bad,
He strikes straight out for the Right—and he
Is the kind of a man for you and me!



THE CARPENTER

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INDIANAPOLIS, JAN., 1913

The dynamite conspiracy case is ended. We watched this case very closely from its inception until its close for the reason that we had two members directly involved in the final outcome. Brother Spurgeon P. Meadows was discharged by Judge Anderson on the motion of the district attorney at the conclusion of the government's evidence. Brother Hiram Kline was found guilty by the jury, but Judge Anderson, in view of the many extenuating circumstances, and in view of the fact that Kline had impressed him so favorably by his demeanor, behavior, and evident truthfulness on the stand, refused to impose any sentence on him.

This case was one of the greatest in the annals of criminal jurisprudence. Mr. Miller, Mr. Noel and Judge Anderson said repeatedly that organized labor was not on trial, and Mr. Miller, in his closing argument to the jury, made it plain to them that organized labor was not a party defendant. In Judge Anderson's charge to the jury it was noticeable that not even the faintest trace of vindictiveness or anything of an unusual nature prompted him in his instructions. He judicially reviewed the law, and in a serene and calm manner discussed the question at issue. His most noteworthy instruction, insofar as labor is concerned, was as follows:

"It was not unlawful for the Structural Iron Workers to organize the union to which they belong. It is not unlawful for the defendants to be members of that or any other labor organization. Men have the right to use their combined power through such organizations to advance their interests in any lawful way; but they have no right to use their power in the violation of the law. Organized labor is not on trial here, nor is the right of labor to organize in issue, but members of labor organizations owe the same obedience to the law and are liable to the same punishment for its violation as persons who are not members of such organizations."

This is as it should be. If we had more judicial officers who would render instructions in this manner perhaps the question of judicial recall would vanish into vapor. We are not at this time going into a discussion of the guilt or innocence of the men on trial. They were tried by a jury of their peers—something upon which we have always insisted, and a verdict of guilty was rendered against them. In the United States courts it is the duty of the judge to fix the punishment, and we believe if any fair-minded man will take a calm, dispassioned view of the entire case, he will arrive at the

opinion that Judge Anderson tempered justice with mercy in the punishment meted out to the defendants.

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An Old Year and a New

Another year of the twentieth century has passed away; another year is now before us. 1912 has gone; 1913 is here. For the world in general the new year will no doubt be one of progress; for labor in particular it should prove a year of growth and of advancement in those ideals which influence the movement. In this regard it should be remembered that much that shall be written of our history during these coming twelve months is of our own making. The laboring class should feel this responsibility and live up to it.

In viewing the year that has just gone by, we can find much to inspire hope for the future and to merit praise and congratulation. Our states have begun to see the folly of their ridiculous policy of "laissez faire" and have enacted laws of real benefit to the workers. Thirteen states in all—California, Nevada, New Jersey, Washington, Wisconsin, Illinois, Kansas, Massachusetts, Michigan, Montana, New Hampshire, Ohio and Rhode Island—have workmen's compensation laws on their statute books at the close of 1912, seven becoming effective during the last year; and many have proposed bills drawn up to present to their coming legislatures. One — New Jersey — has taken steps toward establishing an old age insurance for all factory workers, as well as for municipal, county and state employes. Massachusetts—which in 1911 enacted minimum wage laws for the employes of her water and sewerage board and the Metropolitan Párk Commission —has established a commission of minimum wage boards to determine what should be the lowest wages paid women workers in various localities and industries in that commonwealth, below which the employers should not go, thus making a most pronounced step in the right direction. That state has likewise appointed a homestead commission to inquire into the practicability of plans to allow every workman to own a small plot of land and a home which he can call his own, encouraging the very thing we need most today, the strengthening of family life.

Ohio has adopted a new constitution, the main provisions of which are in line with sane, progressive policies. One of these opens the way for the enactment of laws regulating the minimum wages of workers of all classes. The legislature of that state also enacted much favorable legislation. New York, among other timely measures, reduced the maximum working hours for women in factories from 60 to 54 a week and from 10 to 9 a day, prohibited the employment of any woman in factories or mercantile establishments within four weeks after child-birth, took additional steps to keep children from workshops, and paved the way for the passage of a new compensation law. Indiana removed the objectionable features from her employers' liability law and is now preparing to pass a compensation law. Kentucky adopted a ten-hour day for women workers, and Illinois placed several humane provisions in its statute books. Almost every state in the union has commissions working on some phase of social legislation to relieve industrial conditions within their boundaries. Industrial education has not come in for the least attention among these topics. The Old Bay State, which, in its conservative way, has accomplished so much already for the toilers, has been particularly active in this regard. Among many other good signs that we might note is the increased disposition among all classes to sympathize with the needs and aspirations of the working class.

On the economic field the American national and international unions have uniformly come through the year with colors flying. The American Federation of Labor has enjoyed a time of prosperity. The trade movements of the Brotherhood have been quite successful, there being comparatively no strikes and our demands being granted in almost every instance. All in all there has been a

steady advance toward improved conditions.

We cannot close our eyes to the fact, however, that organized labor has had many trials and has met with many obstacles during 1912. Forces from without have attacked the movement with vigor; forces from within have attempted to shake its very foundations. The laboring man should observe these things and realize his duty to preserve the integrity of the trade union movement. It is a most happy matter to record that toward the close of the year we can behold a notable trade union victory, gained by trade union methods, in the 5 per cent. increase which the International Molders' Union has obtained for the coming year from the Stove Founders' Association. Fifteen thousand members were affected directly by this advance and many more indirectly. May 1913 be a year of increased hope for the masses, of increased strength to the legitimate trade union movement, and of increased good will and appreciation among all classes of the people!

Freedom for Seamen

For almost two decades the seamen of this country have been fighting for the rights of freemen and for their release from the conditions, virtually amounting to "involuntary servitude," under which they labor. At last it looks as though their efforts would be crowned with success. On August 3 the Seaman's Bill (H. R. 23673), introduced by Hon. W. B. Wilson, chairman of the House Committee on Labor, despite the persistent opposition of Representatives Moore of Pennsylvania, Weeks of Massachusetts, and Humphreys of Washington, passed the lower body of Congress, and is now pending in the upper branch. Hearings on the bill were commenced before the subcommittee of the Senate Committee on Commerce on November 25, and are still going on.

Under our present laws American seamen are in reality not free men. They are subjected to onerous and antiquated laws, which if needed at all in the days of the past, are certainly unjust and unreasonable in our merchant service today. Workmen on shore in our times have liberty to quit their places if their surroundings become such that their work is rendered unduly harsh and burdensome. Railroad men, factory men, building tradesmen, any class of land laborers, may leave their work at any time without being subjected to criminal proceedings or legal coercive forces, no matter what their contract may have been. Not so the sailor. He must sign a contract and cannot quit. "Should he attempt to leave the ship," the Coast Seamen's Journal tells us, "after she is safely in harbor and unloaded, he is seized by the marshal, thrown into jail, and put aboard in irons when she is ready to sail." Such conditions, this paper adds, have two evil effects—"they have enabled foreign shipmasters to keep down wages, and they have driven self-respecting sailors from the sea." More and more are the merchant ships of this country being manned by foreign, principally Asiatic, crews, unskilled men into whose hands it is most rash and criminal to entrust the lives of those who travel on the deep.

The bill now before the Senate relieves the seamen of these criminal proceedings for violating his contract of labor. It is eminently fair and just, too, in that it leaves the civil process as a remedy for the person or corporation desiring to take action against seamen, thus protecting the contract in the proper manner. It also recognizes the necessity of legitimate discipline at sea, that idea being embodied in the memorial of the seamen themselves to the United States Senate (February 23, 1910). It will have a most far-reaching effect all over the world, for foreign nations, finding that this country refuses to co-operate and return to their masters the seamen of foreign vessels, will have to ultimately remodel their maritime laws in the interests of human liberty. "Accidents" of the character of the Titanic and General Slocum disasters will be prevented, or their possibility greatly lessened, by the provisions of

this bill. Safety on board ship depends upon the presence of a crew of trained, experienced seamen—and this will be insured under this measure.

A most concise and enlightening statement on this subject is that of Hon. William Kent of California during the consideration of the bill in the House. In part, Kent said:

An American sailor having taken a contract for a foreign voyage, if he deserts in any foreign port, is acknowledged by the American marine law to be subject to arrest and imprisonment and to be returned to the ship. If returned to the vessel, his wages are subject to the costs of his capture and detention. If not returned to the vessel, his wages are forfeited.

On the other hand, in the event of not being returned to the vessel, he is subject to the penalty of one month's imprisonment and the loss of all wages.

A foreigner in an American port is, under the marine law, subject to the same penalties as an American in a foreign port.

Practically speaking, an American sailor who, on shore leave, complains to a consul or to other authority of ill treatment, has his testimony discredited by the assumption that in such testimony he is endeavoring to break his contract. If, after desertion, he should make similar complaint he would be liable to arrest and punishment, and his statements concerning abuses which caused said desertion would be discredited.

This bill, first, by abolishing the unusual penalty of enforced labor, places the sailor on terms of industrial equality with men working in other trades, and at the same time by permitting civil damages to be assessed against desertion in the collectible terms of forfeited pay strengthens his inducement to carry out his contract which, in its nature, should be more binding upon him than contracts in other lines, where replacement is easier.

Second, by providing for relinquishment of contract by sailors of foreign vessels it tends to equalize the wages of those engaged in international commerce, thereby rendering the service more dignified, more responsible, and more apt to enlist the services of those fitted to assume the tremendous responsibilities that go with the preservation of lives and property at sea.

It is inconceivable that any member of this house would permit a son to serve as a common sailor in international trade under existing laws. Just as long as certain occupations are of such a nature as to preclude self-respecting men from engaging in them, there will always be a severe strain upon our theories of democracy.

We are anxious to have a merchant marine, but we can have no object in encouraging a merchant marine except that the people engaged in maritime service are American citizens, and are properly paid, decently treated, and in time of war are suitable for naval service.

This law of enforcing virtual peonage certainly would not permit self-respecting Americans to take up this occupation except as a last resort. We used to have a bondage system among white men in this country, in colonial times, and in other parts of the civilized world, but this bondage system is done away with in every employment except employment on the sea. We who are anxious to have an American marine built up and are anxious to have cheapened commerce do not want this cheapened commerce to be effected at the expense of human liberty. Such cheapening will always be dearly paid for.

This is a matter in which not alone American seamen, but American land workingmen, and the American public in general should be deeply interested. As Hon. James D. Post of Ohio declared in the House on July 22: "There are many subjects before the country demanding legislation. No one is of greater importance than the rebuilding of our merchant marine and regaining our commercial independence, put to hazard and lost by the War of the Civil Rebellion. Since that time our merchant marine, so far as it relates to transoceanic commerce, has been in a state of décadence. Agriculture, manufacture, and commerce, are interests of great national importance; but commerce includes navigation, and it cannot be conducted without it. All of these great factors are essential to the public weal, and none should be suffering for legislative aid." The House has done its duty in this matter. Now it's up to the Senate!

Fort Wayne, Ind.—A member of the Carpenters' Union of this city is winning praise and commendation from the housewives of Fort Wayne. He is C. D. Cuddington, on old time union man, engaged in the building business for twenty years, and the reason for the praise is the invention which he has just perfected and patented a duplex curtain for inside door openings. It is both economical and easily operated. At a recent meeting of the Building Trades his invention was the surprise of the evening.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building, Indianapolis, Ind.

General President,
WM. D. HUBER, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

Second Vice-President,
J. D. McKINLAY, 235 W. 60th St., Chicago, Illinois.

General Executive Board,
First District, CHAS. H. BAUSHER, 1370 Franklin Ave., Bronx, New York City.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Melish Ave., Cincinnati, O.

Fourth District, ROBT. E. L. CONNOLLY, Box 55, Birmingham, Ala.

Fifth District, JOHN WALQUIST, 2528 Elliot Ave., Minneapolis, Minn.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1998a Christoph Colomb, Montreal, Que., Can.

ROBT. E. L. CONNOLLY, Chairman.

CHAS. H. BAUSHER, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

Report of Delegates to the Sixth Annual Convention of the Building Trades Department of the American Federation of Labor.

To the General President and Members of the General Executive Board of the United Brotherhood of Carpenters and Joiners of America:

The sixth annual convention of the Building Trades Department of the A. F. of L. was called to order by President Short on Monday morning, November 25, 1912, at 10 o'clock, in the Rochester hotel, Rochester, N. Y. Fifty-seven delegates were present, representing nineteen trades as follows:

International Association Heat and Frost Insulators and Asbestos Workers.

International Association Bridge and Structural Iron Workers.

United Brotherhood of Carpenters and Joiners.

American Brotherhood of Cement Workers.

International Brotherhood Electrical Workers of America.

International Union Elevator Constructors.

International Union Steam Engineers.

International Association Granite Cutters of America.

International Union Hod Carriers and Building Laborers.

International Union Wood, Wire and Metal Lathers.

International Association Machinists.

International Association Marble Workers.

International Association Amalgamated Sheet Metal Workers.

Brotherhood Painters, Decorators and Paperhangers of America.

United Association Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers.

International Brotherhood Composition Roofers, Damp and Waterproof Workers.

International Union Slate and Tile Roofers of America.

Journeymen Stone Cutters' Association.

International Union Ceramic, Mosaic and Encaustic Tile Layers and Helpers.

President Short, in his report, dealt with many of the troubles and controversies that existed during the year, many of which are not satisfactorily settled as yet. He expressed his pleasure at the reaffiliation of the United Brotherhood of Carpenters and Joiners of America, with the department in compliance with the action of the Atlanta convention of the American Federation of Labor, held in 1912. He recommended the reduction of the per capita tax to one-third of one cent per member per month. This was concurred in without much opposition. It will not go into effect, however, until the first of January, 1913.

The report of Secretary Spencer showed:

Balance on hand Sept. 1, 1911....		$3,235 96
Receipts from Internat'l unions..	$21,901 73	
Receipts from Local councils	1,676 01	
Receipts miscellaneous	14 70	23,592 44
Total		$26,828 40
Total disbursements		18,487 77
Balance on hand Sept. 1, 1912.....		$8,340 63

In order to carry out the purpose, intent and instructions of our last convention held in Washington, D. C., in September, 1912, we introduced the following resolutions, so that arrangements could be made as soon as possible to hold the conference asked for:

Resolution No. 5—By Delegates Frank Duffy, O. E. Woodbury, John T. Cosgrove, James Hopkins, M. J. McDermott, O. R. Jarrett, George R. Newsom, of the United Brotherhood of Carpenters and Joiners of America:

(U. B. Carpenters, in re Conference of International Organization to devise ways and means whereby Los Angeles may be organized.)

To the Officers and Delegates of the Sixth Annual Convention of the Building Trades Department of the American Federation of Labor:

Brothers—At the Seventeenth Biennial Convention of the United Brotherhood of Carpenters and Joiners of America, held in Washington, D. C., from September 16 to 28, 1912, the following resolution was presented by the delegates from Los Angeles and concurred in by the convention:

Whereas, The conditions of organized labor in Los Angeles, Cal., are deplorable, and although thousands of dollars are annually expended endeavoring to unionize Los Angeles, and our General Office has been doing everything in its power to bring about this end, and all other international organizations doing likewise, without bringing about the desired result, as each international has in the past acted as individual organizations, and not in conjunction with each other; and

Whereas, The Merchants and Manufacturers' Association is continually blocking the efforts of the different organizations in Los Angeles, having free access to unlimited funds of the National Erectors' Association, the Citizens' Alliance, Merchants' Exchange, and all other business and builders, also individuals whose wealth reaches into the millions, as well as the entire city government—their only object being the persecution and disruption of organized labor, doing everything in their power to block and defeat any move of any labor organization for better conditions, and who will continue to harass the trade union movement until such time as a concerted move is made by all international organizations simultaneously; and

Whereas, Los Angeles remains a menace, not only to the Pacific coast, but to

the labor movement of the entire country so long as conditions remain as they are at present; and

Whereas, The union men of Los Angeles are always willing and ready to do everything in their power to better their conditions; therefore, be it

Resolved, That the general officers of the United Brotherhood of Carpenters and Joiners of America be instructed to bring about, if possible, a conference of all international organizations working at the building industry and the California State Building Trades Council, they to devise ways and means whereby Los Angeles may be unionized.

In compliance with the above resolution we respectfully request this, the Sixth Annual Convention of the Building Trades Department of the American Federation of Labor, to make arrangements for holding the conference desired at as early a date as possible, so that the work of reorganization may be commenced without further delay.

This was referred to the committee on organization and was reported on as follows:

Your committee recommends concurrence in the resolution and further recommends that the president confer with the president of the American Federation of Labor for the purpose of arranging a joint meeting of the international officers of all organizations affiliated with the American Federation of Labor that are not eligible to affiliation in the Building Trades Department, with the specific object in view of organizing a labor forward movement in Los Angeles; the general plan and date for inaugurating this movement to be decided upon by the organizations in interest.

The report was amended that the conference in question be held within ninety days after the adjournment of the convention and was so carried. It was also decided that a meeting of the International officers present should be held before the adjournment of the convention for the purpose of making the preliminary arrangements for the holding of the conference. Such a meeting was held, at which it was decided the conference should be held in Los Angeles on the third Monday in February, 1913, to be attended by the President or Secretary of the International organization. Any other representatives coming in their place must be properly credentialed with authority to act.

In accordance with the instructions of our last convention we also introduced the following resolutions:

To the Officers and Delegates of the Sixth Annual Convention of the Building Trades Department of the American Federation of Labor:

Brothers—At the Seventeenth Biennial Convention of the United Brotherhood of Carpenters and Joiners of America, held in Washington, D. C., from September 16 to 28, 1912, the following resolution was presented by our delegates from Toledo, O., and concurred in by the convention:

Whereas, There has been little cooperation between the crafts of the building trades in cases of disputes between contractors and employes; and

Whereas, The Building Trades Section of the A. F. of L. was organized to promote the welfare of all the trades under its jurisdiction; therefore, be it

Resolved, That the delegates of the U. B. to the Building Trades Council convention be instructed to have inserted in the by-laws of the Building Trades Council a law requiring sister locals to help other locals in dealing with unfair contractors.

Referred to Committee on State and Local Organizations.

That committee reported as follows: After careful deliberation we recommend that Local Councils do all in their power to carry out the provisions of this resolution.

The convention concurred in the report.

The Boston situation and the divisions in the ranks of the organizations of the building trades in that city was brought

to the attention of the convention through the President's report. Herewith follows the action of the committee on that matter, to whom it was referred:

We are sorry to learn of the disruption existing among the building trades unions in Boston. We realize that until such time as a better understanding prevails among them no good results can be accomplished nor can better working conditions be established. We learn that the carpenters, plasterers, laborers, lathers, bricklayers, marble workers and steam fitters are part and parcel of a Local Independent Building Trades Council, while the sheet metal workers, elevator constructors, engineers, asbestos workers, cement workers, electricians, amalgamated carpenters and U. A. Pipe Trades are affiliated with the Building Trades Council chartered by the Building Trades Department of the A. F. of L., the iron workers and painters not being affiliated with either council, thus creating a deplorable state of affairs, which was brought to the attention of the Thirty-second Annual Convention of the A. F. of L. last week in this city through Resolution No. 126, which reads as follows and which was concurred in by the convention:

Whereas, The Boston Building Trades Section, a once powerful organization, has been literally torn to pieces, and rendered almost useless as a labor organization by various of the Building Trades Locals having withdrawn therefrom; and

Whereas, Some of the Building Trades Locals that have withdrawn, have formed a dual Building Trades organization and have ordered and engaged in strikes against attempts of the regular Building Trades Section to enforce American Federation of Labor laws and decisions; and

Whereas, The Boston Central Labor Union has been compelled to suspend from membership some sixteen local unions in an effort to protect the Building Trades Section of Boston, and enforce A. F. of L. laws; and

Whereas, All these local unions refuse to affiliate with the Boston Building Trades Section, and the dual Building Trades organization is still in active existence, thereby demoralizing not only the regular Building Trades Section of Boston, but all organized labor of Boston and vicinity; therefore, be it

Resolved, That the Executive Council be directed to immediately take such action as will cause a conference of representatives of all International Unions concerned to be held in Boston, at which conference a representative of the American Federation shall be present, the purpose of the conference being to end the present deplorable condition of affairs in the Boston Central Labor Union and the Boston Building Trades Section. Unions withdrawn from the Building Trades Section and unseated in the Boston Central Labor Union, are eleven unions of Brotherhood of Carpenters, three unions of Brotherhood of Painters, Iron Workers' Union, Building Laborers' Union.

Your committee concurs in the action of the Thirty-second Annual Convention of the A. F. of L. on this matter and recommends that a conference be held in Boston, within sixty days from date of adjournment of this convention of the representatives of the International Unions involved and affiliated with the American Federation of Labor and the Building Trades Department for the purpose of adjusting the difficulties and misunderstandings now existing.

That the President of this department attend said conference in his official capacity and make all arrangements for the holding of said conference, and that the Executive Council of the A. F. of L. be asked to have one of their members present.

The report of the committee was adopted by unanimous vote.

As the following resolution affects our organization, we herewith make it part of our report with the action of the convention thereon:

To the Officers and Delegates of the Sixth Annual Convention of the Building Trades Department, A. F. of L.:

Whereas, There is now being extensively used throughout the country a material generally known as "Cork Tiling" laid on floors as a substitute for Mosaic and encaustic tile; and

Whereas, The jurisdiction over Ceramic, Mosaic and Encaustic Tile Layers and Helpers' International Union covers any kindred composition that may be substituted for encaustic and Mosaic tile; therefore, be it

Resolved, That this material known as cork tiling be added to the jurisdiction of the Ceramic, Mosaic and Encaustic Tile Layers and Helpers' International Union.

Secretary McSorley—This claim of the tile layers has been protested by the representatives of the United Brotherhood of Carpenters and Joiners, and as there has been no conference held in accordance with Section 28, Page 10, of the Constitution, your Committee on Executive Committee's Report recommends that the subject matter be referred to the Executive Council and for them to arrange a conference in accordance with the provisions of the constitution of the department.

The report of the committee was adopted.

Upon request of our St. Louis District Council we introduced the following appeal from the decision of Arbitrator Williams in the controversy between the millwrights, machinists and iron workers in the breweries of that city:

To the Sixth Annual Convention of the Building Trades Department of the American Federation of Labor:

The United Brotherhood of Carpenters and Joiners of America herewith appeals from the decision recently rendered by Arbitrator Williams in the controversy between the millwrights, iron workers and machinists of St. Louis, Mo., on the grounds that the work in question always belonged to the millwrights, members of the United Brotherhood of Carpenters and Joiners of America, undisputed for years.

The decision referred to is as follows and was part of the Executive Council's report:

"Pittsburg, Pa., Oct. 26, 1912.
"Labor Temple.

"Mr. James Short, President Building Trades Department, A. F. of L., Washington, D. C.:

"Dear Sir and Brother—I hereby submit to you a final report of my work as the representative of the Building Trades Department on the Board of Arbitration in the dispute between the United Brotherhood of Carpenters, International Association of Machinists and the Structural Iron Workers in the Lemp and the Independent Breweries, St. Louis, Mo.

"I might briefly state that this whole question, as I see it, is one of immense importance and also a very complicated one to render a decision on, and brings out very prominently the fact of the very marked evolution in the jurisdiction claims of the different organizations in the building industry and the still greater evolution in the materials handled by them; and while not desiring to exaggerate the magnitude of this question, it must be acknowledged that, taking into consideration the fact that it involves three of the largest organizations in the Building Trades Department in dispute on this matter and that work of a like nature is being erected in every brewery in the country, and that as far as I have been able to find out there has never been a national agreement or a national decision on the work involved in this dispute. In addition to this, that whilst using the name of the 'U. B. Carpenters' as one of the parties in this dispute I will have to use the term 'millwrights,' as it is the millwright and not the carpenter who is actually and actively involved in this dispute, although, of course, it is understood the U. B. Carpenters' jurisdiction extends over the millwrights, and therein lies part of the complication in this case, as the jurisdiction claimed for the millwrights is quite extensive and covers a wide scope of work and materials.

"Before taking up the question for decision, I wish to have it understood that on protest of the representative of the carpenters at the first meeting, which, I have already reported to you, all of the parties to this dispute met in St. Louis on August 26, 1912, and after a thorough investigation of the work involved, the questions in dispute were separated and two separate cases heard, resolving themselves into direct questions between the United Brotherhood of Carpenters and the International Association of Machinists on the one side and the U. B. of Carpenters and Structural Iron Workers on the other.

"I will therefore take up for final report the case of the U. B. Carpenter vs. I. A. Machinists. On September 18, 1912, the parties concerned in this case met with your arbitrator as per agreement at the headquarters of the Building Trades Department in Washington, D. C., and after one or two meetings on the matter involved, they decided to file briefs, which they did accordingly. After studying these briefs and taking all the testimony and investigation of the matter at hand into consideration your arbitrator is lead to the following conclusion:

"The Lemp and Independent Breweries, situated at St. Louis, Mo., were building and making alterations to their plants, in which they were about to erect pasteurizers, soakers and bottlers and conveyors and such other machinery as might be needed to carry on their business. Immediately a dispute arose between the carpenters, the machinists and structural iron workers as to the right to erect the above stated machinery. No wood enters into the construction of any of the matter in dispute, the foundation of the machinery is entirely of iron or steel and concrete. The question involved is as to the assembling and erection of the different parts of the machines themselves.

"According to my understanding of the matters involved in this dispute my decision is that the millwrights' work in this case is to collect or bring together and erect all shaftings, pulleys, cogwheels, etc., and connect the same with the constructed machine, and in regard to the erection of the before mentioned machines, namely, pasteurizers, soakers and bottlers, my decision is: That the machinists have the right to assemble or bring together all the intricate parts and to construct and erect said machines. I am led to this decision from the generally acknowledged fact that the machinists make or construct said machines in the workshops or factories and it is only carrying out the principle that they who are employed in the preparation or manufacture in the workshop should have the right to erect in the building.

"I also decide that where structural iron or steel is used in the foundation for these machines said structural iron or steel shall be put in by the structural iron workers.

"I might further state that the carpenters and the machinists acknowledge the right of the iron workers to the moving and placing of all the before mentioned machines and the necessary rigging for the same in said breweries.

"In case of U. B. Carpenters and the Bridge and Structural Iron Workers on the conveyors my decision is: That the millwrights have the right to all of this work except the structural iron or steel supports for the same, which belongs to the iron workers. Of course, it is understood that the motor or machine, if there be any, for operating these conveyors, is to be erected by the machinists.

"Respectfully submitted,

"THOMAS J. WILLIAMS,

"Arbitrator Building Trades Department."

This whole entire matter was referred to the Adjustment Committee.

As Brother James Kirby was the representative of the General Office in St. Louis when this matter was being heard, and as Organizer John Flynn was sent to that city previously by our General President to try and adjust the trouble, we asked our General President to send these two brothers to Rochester to defend our side of the case, as they un-

derstood it in all its details and we did not. The brothers in question came to Rochester, appeared before the committee and defended our organization on the floor of the convention.

The committee's report was as follows:

Iron Workers, Machinists and Millwrights in Dispute at Lemp Brewery and the Independent Brewery at St. Louis, Mo.:

On that portion of the report of the Executive Council under the above caption the Committee on Adjustment reported as follows:

Your committee, after hearing all parties concerned, feels that the decision of Brother Williams, arbiter in the case, is a just one, and as the organizations interested in this case, conflict in their understanding of the decision, we recommend that the matter be referred to the Executive Council for a clear interpretation of the decision, same to be rendered as quickly as possible.

We further recommend that the decision of Arbiter Williams be carried out, and work to continue as per decision until such time as the Executive Council gives a correct interpretation.

The convention concurred in the report.

Upon request of our Buffalo District Council we introduced the following resolutions and affidavits:

To the Officers and Delegates of the Sixth Annual Convention of Building Trades Department of American Federation of Labor, held at Rochester, N. Y.:

Whereas, The Building Trades Council of Buffalo, N. Y., have illegally and in violation of laws of Building Trades Department of American Federation of Labor, seated in said body the following dual organizations, namely, Millwrights' Protective Association, Amalgamated Woodworkers, Amalgamated Carpenters and Electrical Workers, outside linemen (Reid faction), and upon objections of U. B. delegates to said council retaining and seating these dual organizations, they openly defied Building Trades Department to remove them; therefore, be it

Resolved, That this Sixth Annual Convention of Building Trades Department order the Building Trades Department to at once unseat the dual and all local unions whose national or internationals are not affiliated with the Building Trades Department of the American Federation of Labor; and be it further

Resolved, That failure upon the part of the Building Trades Department of Buffalo, N. Y., to comply with the action of this Sixth Annual Convention within thirty days from adjournment, that charter of Building Trades Department of Buffalo, N. Y., shall stand revoked without further action, and immediate steps taken to reorganize a Building Trades Department of bona fide trades affiliated with Building Trades Department of American Federation of Labor.

State of New York, County of Erie, City of Buffalo.

George H. Waldow, Business Agent of Carpenters' District Council of Buffalo, N. Y., upon being duly sworn deposes and says, that he is a delegate to Building Trades Council of Buffalo, N. Y., representing the Carpenters, and has attended meetings regularly.

Deponent further deposes and says that delegates representing the following dual organizations are at present seated in Building Trades Council, and are accorded all rights and privileges of that body.

Namely, Millwrights' Protective Association, Amalgamated Wood Workers, Amalgamated Carpenters, Electric Workers (outside) Reid faction, and Tuck Pointers. GEORGE H. WALDOW.

Subscribed and sworn to before me this 9th day of November, in year 1912.

JAMES E. HOPKINS,

Notary Public in and for Erie County.

State of New York, County of Erie, City of Buffalo:

W. W. Vantine, upon being duly sworn, deposes and says that he is a delegate to Building Trades Council of Buffalo, N. Y., representing the Carpenters, and has attended meetings of that body regularly.

Deponent further deposes and says

that delegates representing the following named dual organizations are at present seated in Building Trades Council, and are accorded all rights and privileges of that body: Namely, Millwrights' Protective Association, Amalgamated Wood Workers, Amalgamated Carpenters, Electrical Workers (outside) Reid faction, and Tuck Pointers. W. W. VANTINE.

Subscribed and sworn to before me this 9th day of November, in year 1912.

JAMES E. HOPKINS,

Notary Public in and for Erie County.

State of New York, County of Erie, City of Buffalo:

Vincent Roth, Business Agent of Carpenters' District Council of Buffalo, N. Y., upon being duly sworn deposes and says that he is a delegate to Building Trades Council of Buffalo, N. Y., representing the Carpenters, and has attended meetings regularly.

Deponent further deposes and says that delegates representing the following dual organizations are at present seated in Building Trades Council, and are accorded all rights and privileges of that body: Namely, Millwrights' Protective Association, Amalgamated Wood Workers, Amalgamated Carpenters, Electrical Workers (outside) Reid faction, and Tuck Pointers. VINCENT ROTH.

Subscribed and sworn to before me this 9th day of November, in year 1912.

JAMES E. HOPKINS,

Notary Public in and for Erie County.

State of New York, County of Erie, City of Buffalo:

Frank M. Weitz, upon being duly sworn, deposes and says that he is a delegate to Building Trades Council of Buffalo, N. Y., representing the Carpenters, and has attended meetings of that body regularly.

Deponent further deposes and says that delegates representing the following named dual organizations are at present seated in Building Trades Council and are accorded all rights and privileges of that body: Namely, Millwrights' Protective Association, Amalgamated Wood Workers, Amalgamated Carpenters, Electrical Workers (outside) Reid faction, and Tuck Pointers.

FRANK M. WEITZ.

Subscribed and sworn to before me this 9th day of November, in year 1912.

JAMES E. HOPKINS,

Notary Public in and for Erie County.

State of New York, County of Erie, City of Buffalo:

James McNerney, upon being duly sworn, deposes and says that he is a delegate to Building Trades Council of Buffalo, N. Y., representing the Carpenters, and has attended meetings of that body regularly.

Deponent further deposes and says that delegates representing the following named dual organizations are at present seated in Building Trades Council, and are accorded all rights and privileges of that body: Namely, Millwrights' Protective Association, Amalgamated Wood Workers, Amalgamated Carpenters, Electrical Workers (outside), Reid faction, and Tuck Pointers.

JAMES M'NERNEY.

Subscribed and sworn to before me this 9th day of November, in year 1912.

JAMES E. HOPKINS,

Notary Public in and for Erie County.

This matter was referred to the Adjustment Committee and was reported on as follows:

The committee is convinced through the admission of the representative of the local council in Buffalo, that there are dual organizations at the present time seated in the Building Trades Council of Buffalo.

We recommend that the entire subject matter be referred to the Executive Council of this department for investigation and request that they work in conjunction with the Executive Council of the A. F. of L.; they to take such action as in their judgment is necessary to bring about harmony in all trades in Buffalo.

This report was amended that the investigation take place within thirty days from close of this convention and was so carried.

The Louisville dispute between the

Brotherhood of Carpenters and Joiners of America, Local Union No. 64, and the Building Trades Council of that city was brought to the attention of the convention through the report of the President, and was referred to the Adjustment Committee. Your delegates, along with the President of the Louisville Building Trades Council, appeared before the committee and showed that body that the Building Trades Council in question organized and admitted to membership a dual, rival, independent union of carpenters known as United Brotherhood of Carpenters' Union No. 1. We informed the committee that until such time as the Louisville Building Trades Council unseated said union our union, No. 64, would not consider the question of reaffiliating with said council.

The committee reported as follows:

In regard to the existing conditions in Louisville, Ky., between the U. B. of Carpenters and the local Building Trades Council of that city, your committee recommends that a representative of the Carpenters and a representative of this department proceed to that city immediately after the adjournment of this convention, to use every effort to bring about an amicable adjustment of this dispute.

The report was concurred in.

A communication was received from Secretary Morrison of the A. F. of L. relative to our appeal for representation according to taxation. The letter follows:

"American Federation of Labor,
"Washington, D. C., Nov. 7, 1912.

"Mr. William J. Spencer, Washington, D. C.:

"Dear Sir and Brother—The appeal of the United Brotherhood of Carpenters and Joiners from the action of the Tampa convention of the Building Trades Department on the matter of representation of organizations affiliated with the department was taken up by the Executive Council at the meeting held last month at headquarters.

"It was decided that inasmuch as your department has held two conventions since the Tampa convention, and considerable trouble has ensued affecting the relationship of the Carpenters to the department, and inasmuch as your department will hold a convention in Rochester immediately upon the close of the American Federation of Labor convention, that the subject of the appeal be referred to the forthcoming convention of your department. I have notified Secretary Duffy of the Carpenters of this action.

"Yours fraternally,
"FRANK MORRISON,
"Secretary American Federation of Labor."

The convention was disposed to give us a better representation than we now have, but we stood firmly for representation in the Building Trades Department, as we have in the American Federation of Labor. It was then decided to refer the entire matter to the Executive Council of the department to act in conjunction with the Executive Council of the A. F. of L. to devise some system of representation that will be more satisfactory than the present system and report to the next convention.

—Amalgamated Carpenters—Revocation of Charter—

On that portion of the report of the Executive Council under the above caption the Committee on Executive Council's Report reported that the subject matter of the dispute had been settled and the committee was of the opinion that no action was necessary.

On motion the report of the committee was adopted.

The old set of officers were re-elected. The next convention will be held in Seattle, Wash., in November, 1913.

Respectfully submitted,
FRANK DUFFY,
M. J. M'DERMOTT,
JOHN T. COSGROVE,
O. R. JARRETT,
GEORGE R. NEWSOM,
JAMES HOPKINS,
O. E. WOODBURY,
Delegates.

Local Unions Chartered Last Month

Newton, Ia.
Franklin, Mass.
Ambler, Pa.
Winnemucca, Nev.
Pompton Lakes, N. J.
West Point, Ia.
Boston, Mass.
Douglas, Ariz.
Morgan City, La.
Webster, Mass.
Pauls Valley, Okla.

Total, 11 Local Unions.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Ada, Okla.
Akron, O.
Altus, Okla.
Alva, Okla.
Asherton, Tex.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Austin, Tex.
Bartlesville, Okla.
Battle Creek, Mich
Birmingham, Ala
Boise, Idaho.
Cleveland, O.
Dayton, O.
Dubuque, Ia.
El Paso, Tex.
Fort Myers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore.
Louisville, Ky.
Manhattan, Kas.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New York City.
New Bedford, Mass
New Orleans, La.
Norfolk, Va.
North Yakima, Wash
Omaha, Neb.
Peoria, Ill.
Pittsfield, Mass.
San Antonio, Tex.
Sioux City, Ia.
South Omaha, Neb
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Tulsa, Okla.
Wichita Falls, Tex.

Bonding System

The American Federation of Labor has arrangements with a reputable bonding company whereby the fiscal officers of local unions can be bonded with a minimum expense and with the assurance that the bonds coming through the American Federation of Labor are valid and obtained with the least possible annoyance. Any information desired by any local union can be procured by addressing Frank Morrison, Secretary, American Federation of Labor, 801-809 G Street Northwest, Washington, D. C.

Industrial Commission Appointments

A bill passed by Congress and approved August 23, 1912, provided for the creation of a commission, to be called the "Commission on Industrial Relations." It was provided that the commission should be composed of nine persons to be appointed by the President of the United States, by and with the advice and consent of the Senate, not less than three of whom should be employers of labor, and not less than three of whom should be representatives of organized labor. The Department of Commerce and Labor was also authorized to cooperate with said commission in any manner and to whatever extent the Secretary of Commerce and Labor might approve. Under the provisions of the law the President of the United States, on December 17, appointed the following nine commissioners provided for in the act:

Representing organized labor, James O'Connell, vice-president, A. F. of L.; John B. Lennon, treasurer, A. F. of L.; A. B. Garretson, president, Order of Railway Conductors; representing the public, Hon. George Sutherland, United States Senator from Utah; George B. Chandler, member Connecticut state legislature; Charles S. Barrett, president, Farmers' Co-operative and Educational Union; representing the employers, F. A. Delano, president Wabash Railroad Co.; Adolph Lewishon, engaged in mercantile business; F. C. Schwedtman, vice-president National Manufacturers' Association. These appointments have not as yet been confirmed by the Senate, though it is thought that such favorable action will be taken at an early date.

The possession of certain rights supposes likewise the obligation to certain duties. This applies to every individual and group of individuals without exception. Thence comes Justice.

A broken reputashun iz like a broken vase, it may be mended, but always shows where the krak was. Josh Billings.

Correspondence

Doings of a Live Local—A Letter Worth Reading

Editor The Carpenter:

It is my desire to tell you of the radical changes Local 1779 has lately made in the manner of admitting members, and also of the excellent record of our football team, whose picture I enclose. The

FOOTBALL TEAM,

Local 1779, United Brotherhood of Carpenters and Joiners of America, Winners of Calgary Trades Union League, 1912.

latter has won the championship of the Trades and Labor League, which, besides the honor, carried with it the Brewery Trophy, a magnificent full-sized silver football, mounted on an ebony stand. Each of the players also received gold medals for their great work.

Commencing with November 13, every man who hereafter joins our local will be subjected to a strict examination by a special committee of first-class mechanics appointed by the union. We took this step in order to remove any prejudice that might exist at the present that any one who uses a hammer and saw can join this union of mechanics and get top wages.

Our system up until about one month ago, on the advice of our general organizer, had been of organizing everybody using carpenters' tools around a building; and we have been successful insomuch that our membership increased in two years from 50 to 700 members. But we found at that time that we had a large percentage of hammer and saw artists who were incompetent as mechanics, which fact considerably handicapped us in our last strike in July. We found it easy to get the increased wages for good men, but an utter impossibility to get it for rough carpenters; and, more than that, several good mechanics quit the organization and others refused to join on account of the poor standard of our union. So you will see that, although we were numerically strong, we were in reality a weak union. That fact alone compelled us to take immediate action.

A committee was elected to draft an examination sheet of practical questions, and after twelve weeks' work presented an examination of twelve questions dealing with practical parts of our work. The report was unanimously accepted and the examination adopted and put into operation after the necessary preliminaries. I am pleased to say it has proved most satisfactory. The good men are again joining our ranks, and the contractors have commenced sending to the union for our men. According to our rule, any union man about whose ability complaint may be made to the union will have to submit to this examination the same as those entering the union for the first time.

Our experience in this matter may serve to benefit some other local in the same fix. Our membership at present is 596 and that of the Amalgamated 224; but these combined only represent 40 per cent. of the carpenters in Calgary. Still

we do not despair of some time in the near future getting the closed shop.

W. PAGE, B. A. L. U. 1779.

Calgary, Alta., Can.

The Fight on Tuberculosis

Editor The Carpenter:

The following is a resolution by Brother Charles Eckert of our local, adopted unanimously by us, concerning a cure for consumption lately discovered:

"Whereas, There are now in the United States of America at least five million people who are ill of the disease known as consumption, or tuberculosis, and

"Whereas, There is said to have been discovered a certain and speedy cure of this dreadful malady, and

"Whereas, It is the sense of this body that a disease of such wide prevalence and tremendous magnitude requires that the most strenuous and heroic efforts be put forth to check its growth and to finally stamp it out, and

"Whereas, A systematic and national warfare should result in greater success than the diversified and local plans now being pursued can ever achieve; therefore, be it

"Resolved, That Local No. 84, United Brotherhood of Carpenters and Joiners of America, hereby requests the national government (assuming that the reported treatment for the cure of tuberculosis is all that it is claimed to be) to take whatever steps may be necessary to secure the formula of said treatment (if possible), and in conjunction with the various state health departments bring this great blessing within the reach of all who need it as rapidly as possible; and be it further

"Resolved, That a work of such great proportions and propituous consequences should not be left to chance, accident or contingency of any kind, but should be as speedy as thoroughness will permit, and that all possibility for graft and extortion should be eliminated, and the treatment be brought to all who need it at actual cost; and be it further

"Resolved, That a copy of this resolution be forwarded to Congressman F. H. Bathrick, the Central Labor Union, the local newspapers, the Chamber of Commerce, and be spread upon the minutes of this local.

"Respectfully submitted this 11th day of December, A. D. 1912.

"Local Union No. 84, United Brotherhood of Carpenters and Joiners of America."

I think that this is one of the most important questions confronting the carpenter today, notwithstanding the much talked of out-of-door work, etc. Those that talk and write about the carpenter having healthy work do not go farther and state how he has to put up with rain, snow, and cold in order that the contractor may finish his contract in time. For the time being, the carpenter may not notice his slight cough and the pain in his chest and lungs, and when nice weather comes the cough and pain disappear. But that cough and pain have left a mark unnoticed until the next fall or winter. Now his powers of resistance are not quite as strong as they were the previous year, and consequently he feels worse this time than last. It is only a question of a few of these attacks when he begins to lose time. His strength begins to fail him at those periods when he most needs it. His loss of working time causes a shrinkage in his small earnings and savings, and soon we see him only able to work during the very best of weather. But what is the use of my following this case to the end—the end which is the funeral of our Brother Carpenter, with his wife and children left to mourn for a faithful father and a faithful union man. He has been the victim of a disease which could have been avoided had we the means to procure treatment as the case required at the start.

This is a vital question to us as union men; and instead of sitting idly by and allowing a few doctors to get hold of this valuable treatment, to sell it at prohibitive prices, we should awaken every local union in our grand brotherhood to action and have a resolution of this nature passed and forwarded to their respective congressmen and [illegible] the next

ter as much publicity as possible. I am very glad that a brother from L. U. 84 has been the first to come forward with this resolution, and I sincerely trust that each and every Local Union will take this matter up and act at once.

Fraternally yours,
ED. J. SHATZER,
B. A., L. U. 84.

Do You Want to Stop the Injunction Abuse? If so, Act Promptly

To All Officers of State Federations of Labor, Central Labor Unions and Local Unions:

Dear Sirs and Brothers—During the last session of Congress the judiciary committee of the House of Representatives favorably reported the Clayton limitation bill, H. R. 23635, and under a special rule this bill was considered and passed by a vote of 244 in favor to 31 against, 6 answering present and 113 not voting. Subsequently the bill as passed by the House on May 14, 1912, went to the Senate on May 15 and was referred to the judiciary committee of that body.

The judiciary committee of the Senate referred this bill to a sub-committee as follows: Senators Elihu Root of New York, Knute Nelson of Minnesota and George Sutherland of Utah, Republicans; William E. Chilton of West Virginia and James A. O'Gorman of New York, Democrats.

Some hearings upon this bill were held by the sub-committee, but no report has been made to the full judiciary committee as yet. Prior to the adjournment of the last session of Congress efforts were made to secure action by this sub-committee in order that the bill might be presented to the Senate before adjournment, but this was not accomplished.

The Clayton contempt bill, H. R. 22591, passed the House of Representatives on July 11, 1912, the vote being 233 ayes, 18 nays and 11 answering present. The contempt bill provides that contempts committed in the actual presence of the court may be summarily dealt with, but where alleged contempts are committed outside the presence of the court the accused must be given a jury trial. The contempt bill was then sent to the United States Senate and there referred to the judiciary committee. Therefore, the injunction limitation bill, H. R. 23635, and the contempt bill, H. R. 22591, are both in the hands of the judiciary committee of the United States Senate. As noted above, the injunction limitation bill was referred by the judiciary committee to a sub-committee. These bills relate to closely allied subjects, and it is urgently requested that all officers of State Federations, Central Labor Unions and local unions petition or write letters to the members of the Senate judiciary committee urging them to act at once upon these measures.

The National Manufacturers' Association, together with its allies and attorneys, is endeavoring by every means at its command to keep these bills in committee so that the Senate may not have an opportunity to consider them. As noted above, the Clayton injunction limitation bill and the Clayton contempt bill passed the House of Representatives by a large majority, and it can be confidently predicted that if these bills are reported by the judiciary committee to the Senate and are pressed for action on the floor of that body they will pass by a large majority.

As the Manufacturers' Association is using its utmost endeavors to throttle this remedial legislation, it is incumbent upon the organizations of labor to immediately communicate, through their officers and individual members, with the United States Senators of their respective States and particularly with the members of the sub-committee whose names are given herein. Individual members of organizations should write and friends of justice and freedom should be urged to write letters to their United States Senators urging them to take prompt and favorable action upon H. R. 23635, the Clayton injunction limitation bill, which passed the House May 14, 1912, and H. R. 22591, the Clayton contempt bill,

which passed the House on July 11, 1912, by large majorities.

Officers of State Federations of Labor, city central bodies and local unions are urged to comply with the request contained in this circular as soon as possible, so that the United States Senators may learn that the organizations of labor are emphatically in earnest and that they insist that this legislation be acted upon by the United States Senate. The judiciary committee of the Senate is composed of the following Senators:

Republicans.

Clarence D. Clark of Wyoming.
Knute Nelson of Minnesota.
William P. Dillingham of Vermont.
George Sutherland of Utah.
Frank B. Brandegee of Connecticut.
William E. Borah of Idaho.
Norris Brown of Nebraska.
Albert B. Cummins of Iowa.
Elihu Root of New York.

Democrats.

Charles A. Culberson of Texas.
Lee S. Overman of North Carolina.
Thomas H. Paynter of Kentucky.
William E. Chilton of West Virginia.
James A. O'Gorman of New York.

Senator Isador Raynor of Maryland was a member of this committee, but died just prior to the opening of this session of Congress.

The sub-committee in charge of the injunction limitation bill, H. R. 23635, and which should be urged to act at once, is composed of the following Senators:

Republicans.

Elihu Root of New York.
Knute Nelson of Minnesota.
George Sutherland of Utah.

Democrats.

William E. Chilton of West Virginia.
James A. O'Gorman of New York.

Great changes have taken place in the personnel of the United States Senate, and the members of that body may be more inclined to carry into effect the people's will than ever before, and if they are informed that they are to be held individually responsible by their constituents for the failure of legislation in the interest of the people, it will quicken their action and relief can be secured.

Let the officers and members of organized labor in large numbers address communications to the Senators from your States, urging that action be taken at once. Inform your United States Senators that the injunction limitation bill, H. R. 23635, as passed by the House of Representatives on May 14, 1912, and the contempt bill, H. R. 22591, which passed the House on July 11, 1912, are the measures you want enacted. Be specific and emphatic.

Address all letters or resolutions to both your United States Senators by name, care United States Senate Office Building, Washington, D. C.

Confident that a hearty response will be had from the members of organized labor, we are, Fraternally yours,

SAMUEL GOMPERS,
Pres. American Federation of Labor.
FRANK MORRISON,
Secy. American Federation of Labor.

Abolition of Wage Slavery

Editor The Carpenter:

The Seventeenth Biennial Convention of the U. B. is now a matter of history. But one action performed by our delegates is attracting attention to this organization that will place it in the ranks as a teacher of social and political economy. I refer to the resolution introduced calling attention to the large and ever-increasing army of unemployed and advising members of all Local Unions to discuss the causes of this demoralizing condition of affairs at their meetings. The only effective means of solving this most vital question is for the workers to own the jobs under the system of the co-operative commonwealth, by authorizing their governments, the people collectively, to take possession of the machinery of production and distribution, and the natural resources of the earth, which belong by Divine and inherent right to all humanity, for its use in the pursuit of life, health and happiness; not to the minority, the master class, merely for

the exploitation of the producers, and the accumulation of untold wealth made possible by the greedy weapons of rent, profit and interest.

Union men, generally, have too much confidence in their organization to cope with the onslaughts of capitalism and allow petty differences of opinion on minor details to divide them, when, if they would stand firmly and work together in unity, politically, as well as industrially, they could own their jobs and be their own bosses. Do the capitalist class allow political or religious creeds to interfere with their united efforts to keep labor in subjection and servitude? No, not at all. They recognize there is strength only in loyalty, and as long as they can keep the different crafts divided and unionists at war with their own class, the non-unionists, capitalism will triumph and labor will get only sufficient for existence with this ever open sore, the unemployed multitude, staring us in the face, with all its accompanying horrors of crime, illiteracy and want.

What insignificant returns unionists receive for the enormous amount of money and energy given to support labor unions, keep up strike benefits, and fight the legal prosecutions, or as is more often the case, illegal persecutions, brought against them. Too much economic waste. The workers remind one of unthinking moths and beetles frantically beating their wings against the consuming flame. So, harken to the call, brothers. The infantry forces of labor organizations are in absolute need of the cavalry and batteries of political action in the great conflict for industrial freedom and the emancipation of wage slaves. Fraternally yours,

A. H. RICKER.

L. U. No. 244, Grand Junction, Colo.

A Suggestion

Editor The Carpenter:

I have been reading The Carpenter of December, and I find an article by Louis Francis Budenz on the "Union Label Question." He states in the article that there are sixty-seven labels and store cards that we, as union men, should boost. That is right, we should do that. I am offering a suggestion that the publishers of The Carpenter procure the labels of all the different union organizations that are engaged in the manufacture of clothing and all goods used by union men and their families and that they publish these in the Carpenter, with instructions as to where to look for them on the articles purchased. Then we will not have to rile the merchant by asking too many questions, especially if we happen in his store at a very busy time.

Give us a true copy of the labels so that we can study them and thereby become posted on the matter. It is plainly the duty of every union man to procure all the knowledge he possibly can on the things pertaining to the advancement of union principles in the community where he resides and labors.

Fraternally yours,

JOHN W. WATKINS.

Member L. U. 842, Atlantic City, N. J.

(Cuts of the different union labels with explanatory notes have been run in the advertising section of various issues of our journal during 1911-12 and will no doubt appear again from time to time.—Editor.)

Labor's Gleaming

No sun ever set to rise no more,
No cloud appeared but passed away,
No storm ever raged in riot and roar
But left a calmer, peaceful day.

Though clouded are skies o'er brawn and brain
That build for state and cherished home
The beautiful things of worth and gain.
There lies beyond the clearer dome.

Should we rise and be brave when the fight
Is for life, its pleasures and peace,
Its calm and comfort and sweet delight,
Or waver while perils increase?

Nay, nay; for the strong and steady and true
Shall soon grasp victory bright;
There is wrong in the reign of the few
When the many are in the right.

Ye of toil, face the foe in your steel—
Lay down not an arm of defense.
Struggle on for your homes and their weal.
And triumph be your recompense.

JOHN B. POWELL.

News Notes from Local Unions

Blackwell, Okla.—Traveling brothers should avoid this place. We have more carpenters here than can find work.

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Augusta, Ga.—Conditions here are very unfavorable for carpenters at the present time. There is not even enough work for our local membership and we would advise brothers from other localities to stay away from this place.—L. U. 283 and Augusta D. C.

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Central City, Ky.—Traveling brothers are requested to stay away from this place. We have many idle members here, and we will not be able to hold together unless we can provide a little work for them. Help L. U. 1875 that much, at least, by not coming to Central City.

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Winnipeg, Man.—L. U. 343 has changed its meeting night from Tuesday to Friday because of the great number of our members taking courses in our new technical schools. Our local has instructors in each of the two schools giving lessons in building construction and steel square. These classes were instituted at the request of a deputation from our local to the school board. In one school alone—St. John's—the instructor has sixty pupils in his class, three nights a week.

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Quincy, Ill.—L. U. 1366 has been quite successful in obtaining its demands here. Trade agreements have been signed with all firms in the city with the exception of three—Quincy Showcase Works, the Knitted Showcase Works and the Huck Mfg. Co. The men of these shops are still out, and will not return to work until an agreement is signed. Saturday, December 7, was the last day given by the three firms for the return of the men who had walked out, but the invitation was not accepted, and the companies began a policy of filling the places with non-union men. They are not meeting with great success, however, as good mechanics are hard to find who are not members of the union. The strikers, who number between 200 and 300 men, are determined to stay out until their demands are granted.

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Madison, Wis.—Although the carpenters from over the country have come in as thick as ever, we had one of the best years of our career, having increased our membership about one hundred since July 1, which we think is a good record. We have had plenty of work for all, but we hope the brothers will leave Madison off their route, as we will have plenty of men this winter for the work that is in sight. Everything is harmonious in our local and the best of feelings exist between ourselves and the contractors. We expect to have a closed shop by 1913.

A short time ago we had our annual "blow out," to which the contractors and their families were invited. An oyster supper, entertainment and dance were on the program, and 450 persons were present. We had a great time of it and every one enjoyed themselves.

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Ludington, Mich.—A short time ago the members of the carpenters, painters' and masons' unions of this place banded together to entertain for members who were about to leave the city. An oyster supper was given in Moose Hall to the members of the three unions and their families, about 400 persons being present.

Before supper was served all had the pleasure of hearing T. A. Cameron of

Grand Rapids, district organizer of the Brotherhood of Carpenters and Joiners of America. His lecture was for the betterment of labor conditions in the state. Mr. Henderson, representative of the American Federation of Labor, spoke on actual labor conditions later in the evening. He touched mainly upon the subject of the labor of women and how the condition of the working girl might be bettered in our factories today. Mr. Henderson has recently completed a tour of the State of Michigan, inspecting the conditions of laborers of all classes in the state. He is a very forceful speaker, whose address was greatly enjoyed by his audience.

When all were through with the repast, the tables were removed and the floor cleared for dancing. The music was furnished by talented members of the different unions. A good time was enjoyed and all went home with a feeling of satisfaction that the evening had been a success.

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This Man Wanted

A carpenter, known as Arthur Vissar, or Vassar, is wanted by L. U. 362, Pueblo, Cal. He came to that place recently, carrying a membership card from a local in Georgia, which, he declared, had forfeited its charter. One of the brothers rented Vassar his house, already furnished; in return, the man robbed the brother of his tools and house furnishings to the value of $125.00. When last heard of he was in Texas. He is about 30 years of age, 5 feet 10 inches in height, and weighs 148 pounds. He is of a light complexion with sandy hair; his teeth are bad, and he has a scar on one cheek. In Oklahoma City he went by the name of A. Melon. Forward information in his regard to Willet Wait, F. S., L. U. 362, Pueblo, Colo.

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Beware of Him!

O. M. Moore, formerly financial secretary of L. U. 41, Champaign, Ill., and former secretary-treasurer of the Twin City District Council (Champaign and Urbana), left that vicinity in January, 1912, having embezzled the funds of said L. U. and D. C. Beware of this man, for he is not to be trusted.

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Notice

Carpenters, stay away from Walla Walla, Wash. Trade is dull and lots of idle men are on the streets looking for work. If you don't want to swell the ranks of the unemployed, pass Walla Walla up.—L. U. 1214.

Carpenters, stay away from Kansas City and vicinity. This city is overrun with carpenters at the present time and more are coming in. We would request you to keep away from here for the present.

KANSAS CITY DISTRICT COUNCIL.

Stay away from Newark, N. J. Work is slow here and a number of our members are out of employment. Help us by staying away.

NEWARK DISTRICT COUNCIL.

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Information Wanted

Joseph W. Waller, a member of L. U. 256, Savannah, Ga., left his home on October 14 and has not been heard from

JOSEPH W. WALLER.

since. He is 6 feet in height, weighs 180 pounds and is of a dark complexion, with

light blue eyes. The second finger on his right hand is missing and he is a little lame in his right leg. Any information as to his whereabouts should be forwarded to his wife, Mrs. Bessie Waller, 552 Gordon St., W., Savannah, Ga.

Birt F. McConnell, the eighteen-year-old son of C. P. McConnell of L. U. 1198, Independence, Kan., has been missing for some time. He may be working at the carpentry trade. He is of medium build, 5 feet 6 or 7 inches in height and weighs about 125 pounds. He has dark hair and blue eyes, and generally carries a 15-jewel Elgin watch in which his initials

BIRT F. McCONNELL.

are engraved. Information as to his whereabouts should be sent to C. P. McConnell, 613 N. Twelfth St., Independence, Kan.

W. F. Rogers, Florence, Colo., is missing. He is 34 years old, 6 feet tall, weight 165, stooped shouldered, left shoulder higher than right; third finger of right hand off at knuckle; gray eyes, hair tinged with gray. Disappeared July 6, 1912, leaving a wife and two small children. He was called home from his

W. F. ROGERS.

work about noon on some matters concerning his wife's brother, and left the house in Florence on his wheel in his working clothes to go to Rochester to his work as carpenter for the Colorado Fuel and Iron Company, and has not been seen nor heard from since. He had recently received an injury by chain blocks falling on his head and causing a very bad scar, and just prior to his disappearance complained of the scar being sore. He also has scar on upper lip and on right cheek. Address John Leckard, Box 84, Florence, Colo.

Information in regard to the whereabouts of a certain John Griger is wanted by Brother Herman Kuehl of L. U. 920, Meriden, Conn. Griger broke into Kuehl's barn, according to the latter, on or about September 25 and stole tools valued at about fifty dollars. Griger is a carpenter, Hungarian by birth, 35 years of age. He is 5 feet 3 or 4 inches in height and weighs 150 pounds. Send information to Herman Kuehl, 367 South Colony St., Meriden, Conn.

John Farrell, a member of L. U. 49, of Lowell, Mass., left his home September 18, 1912, and has not been heard from since. Farrell is 24 years old, 5 feet 9½

JOHN FARRELL.

inches in height, and weighs 170 pounds. He has gray eyes and dark curly hair. The accompanying picture is that of Farrell and his little baby, whom he deserted. Any information as to his whereabouts will be deeply appreciated by his wife, Sadie A. Farrell, 84 Andover St., Lowell, Mass.

Mr. George Spark of Aberdeen, Scotland, is desirous of locating his son Robert, a member of the Brotherhood, from whom he has not heard directly for three years. R. Spark was in Davenport, Iowa, until October 7 of last year, when he went to Madison, Ill., and from there to Macon, Ga. He was last heard of in the latter place on January 15, 1912. Robert Spark is 27 years of age, 5 feet 9 inches in height, is of a fair complexion, with hazel eyes. Any information in his regard should be sent to George Spark, 14 South Mount St., Aberdeen, Scotland.

Hendee Manufacturing Co.

Springfield, Mass.—The Hendee Manufacturing Company, manufacturers of the Indian Motorcycle, are employing non-union men at the present time on their new building. Before the contract was let the firm was interviewed relative to having its work done by contractors who hire union labor. It was also reminded that a certain contractor, who had been doing some work for it employed only non-union men. After making an appeal to them, we were led to believe that this contractor would not be given the contract, but that it would be given to some fair contractor, who employed union men. But much to our surprise, the contract was awarded to a notorious non-union boss, and we have been unable to get any satisfaction from either the firm or the contractor.
SPRINGFIELD DISTRICT COUNCIL.

Good Fellows Build Home

Portland, Ore.—The real meaning of the name of their organization was demonstrated forcibly by seven members of our Brotherhood recently, when they worked hard all day to build a home for a fellow union man. Tired of living in a flat, James Reigel decided to build a house. He had a small lot, but only enough money to purchase the lumber.

His friends offered to assist him.

Sunday morning early the seven men set to work. By 7 o'clock Sunday evening the last shingle had been nailed on the roof, and Reigels had a home of their own.

Reigel thanked his fellows and his wife thanked them in a more substantial way. Assisted by Mrs. Bert Jones, she cooked "one of the best dinners in Portland," according to the seven.

The new Reigel home is in the Greenwood addition.

The men who worked on it were Andy Erwin, E. A. Hansen, William Fenton, Robert Albright, Harry Lindberg, Mortie Lake and Louis Morrison. All the men are employed on the new Empress theater building.

Success can be gained without bluff and bluster; if you would go with me to some quiet nook forgotten by the world, I could show you many successes.

Trade Notes

Movements for Better Conditions

Local Union 603, Ithaca, N. Y.—We are asking an advance from 37½c to 45c per hour. Not any of our men are idle and the trade in general is good. Our prospects are good for obtaining our demands.

❖ ❖ ❖

Local Union 320, Westfield, N. J.—Our local voted unanimously to make a demand this year for an increase from $3.82 per day for an eight-hour day to $4.00 per day, same to take effect January 1, 1913. Our prospects for obtaining this demand are good, trade in this city being in a good condition.

❖ ❖ ❖

Local Union 1107, Gloversville, N. Y.—As we are getting but $3.00 a day here for an eight-hour day and as trade has been pretty good this year, we have decided to ask for an increase to 42c and 45c an hour for journeymen. None of our men are idle and there is little likelihood of a strike.

❖ ❖ ❖

Local Union 1022, Parsons, Kas.—We are demanding this year an increase from 40c per hour to 45c, to take effect on the 1st of April. The contractors here are kindly disposed towards us and seem to be in favor of our demand, though trade has been dull. On this account we anticipate but little trouble in obtaining our increase.

❖ ❖ ❖

Local Union 492, Reading, Pa.—This local has submitted an agreement to the contractors, same to take effect on May 1, asking for a minimum wage of 45c per hour, with an eight-hour day. At the present time we get 35c an hour for a nine-hour day. The condition of the carpenter trade in our place is fairly good, somewhat better than last year.

Local Union 728, Pontiac, Ill.—Our local is making a demand for 50c an hour for 1913, to take effect on January 1. Our present wage is 40c per hour for a nine-hour day. It is not likely that we would have to resort to a strike to obtain our demands as conditions are very favorable. Trade here is better than last season.

❖ ❖ ❖

Local Union 781, Princeton, N. J.—This local has voted to demand a raise in our minimum wage scale from 40c to 50c per hour and also a reduction in hours from nine to eight per day. The number of non-union contractors and men in this place is small and we have good prospects of having our demands granted. Our local is in good condition and the trade here is fair.

❖ ❖ ❖

Local Union 232, Fort Wayne, Ind.—We have submitted an agreement for the coming year to the contractors, asking an increase in wages to 45c per hour minimum for a nine-hour day, with Saturday half-holiday. Our present rate is 40c. Prospects for obtaining our demands are very favorable. The condition of the trade in Fort Wayne is good. The proposed agreement for 1913 was unanimously adopted by this local.

❖ ❖ ❖

Local Union 1170, Lindsay, Cal.—The members of this local have voted for a new scale for 1913. We are asking for a raise from our present $4.00 per day of eight hours to $4.50 per day. All local contractors express themselves as more or less in favor of this increase and we see no chance of any difficulty arising, as all our neighboring towns are getting $4.50 and $5.00 per day. We have served notice of our intention to institute the higher scale.

Local Union 1765, Orlando, Fla.—Our scale of wages for the last year and a half has been $3.00 per day of eight hours. As the trade has been very good here the last season, we have decided to ask for $3.28 per day, commencing with the first Monday in April. Our local has improved a great deal since the election of our new business agent and is now in a pretty good condition in every way.

❖ ❖ ❖

Local Union 1216, Galt, Ont., Can.—A new agreement to take effect on May 1, 1913, has been submitted to the contractors. We have a ten-hour day in force here, with the exception of Saturday, but owing to local conditions we felt it unwise to demand a reduction in hours at the present time. We are asking, however, an increase in our wage from 35c to 40c per hour, and the prospects as to our getting it are fairly good. The trade has been better than last season and none of our men have been idle any length of time.

❖ ❖ ❖

Local Union 63, Bloomington, Ill.—This local has decided to make a demand on the contractors for an increase from 45c to 50c per hour, eight hours to constitute a day's work. We are also asking an increase from 31c to 40c for bench hands and machine men in mills, nine hours to constitute a day's work, this scale to take effect on May 1, 1913. Trade has been very brisk here this season, with hardly enough men to do the work, owing to the fact that our scale is lower than that of any other city around us and men therefore would not come to Bloomington. Our chances for obtaining our demands are good and there is no likelihood of a strike.

❖ ❖ ❖

Local Union 771, Watsonville, Cal.—A resolution raising wages from 50c to 60c per hour was passed by a good strong two-thirds vote by this local at a special called meeting in December. The Santa Cruz County Building Trades Council concurred in our action. Carpenters in nearby towns are getting better wages than we at the present time and we think that conditions here will warrant the raise. The change is to take place April 1, 1913, to allow 90 days' notice to be given contractors. About 10 per cent. of our men are idle at present, but trade has been and is good here, better than last season, and our chances for obtaining our demands are very good. There is no likelihood of a strike.

❖ ❖ ❖

Successful Trade Movement

Wheeling, W. Va.—This Local Union, after many years of effort upon its part to bring into the confines of the union all the journeymen carpenters, has finally been successful in securing a contract with the last contracting firm employing non-union carpenters. This agreement unionizes the last carpenter contracting firm, and makes the union shop universal in the carpenter trade in the entire Wheeling district.

Stands Firmly for Union Labor

At a recent meeting of the Distriktsverband of the German Catholic Vereinbund of Illinois, held in Quincy, Ill., Hon. F. W. Heckenkamp, a prominent member of the Central Society, in an address on "Union Labor," took a determined and firm position in favor of organized labor. He did not beat about the bush in his utterances, but declared in plain and decisive language that it was the duty of every Catholic workingman to join the union of his particular craft or trade.

The speaker asked: "Why do men organize?" and answered that it was conceded that in union there was strength, and that therefore a laborer as an individual had but little hope of maintaining or obtaining those rights which Almighty God had given him unless he joined with his fellows in a band of strength. He denied that the principle of organization should be condemned because of the mistakes that have occurred, and asked:

"Who has done more for the uplift of the laboring man and for the protection

of his interests than the organized laborer? Organized labor is the one factor that has been instrumental in abolishing child labor, an act that was one of the most humanitarian passed in the last decade. Did you ever hear of an employers' association that was instrumental in having laws passed for the protection of our children? Was it not organized labor that was instrumental in having the laws passed in the different States that gave to the worker shorter hours and higher pay, thus enabling him to properly educate, clothe, feed and house those dependent upon him? And right here, has not organized labor also benefited the entire laboring class? The man who does not belong to organized labor, is he not indebted to organized labor for the pay he is receiving? Was it not organized labor that planned and worked until laws were passed providing for safeguards to protect life and limb in factory, workship and mine? In fact, what organized secular force has done more for humanity than has organized labor? Who would dare, in the face of this, to deny the necessity of organized labor?"

He declared that the declaration of principles of the American Federation of Labor was "extremely fair and based upon Christian ethics." The speaker concluded:

"At no time can our Catholic laboring men be of greater service to their church, their nation, to their home and their fellow men than just now joining our labor unions, and there steering these organizations along Christian lines."

Late Happenings in the World of Labor

The commission which is to have charge of the construction of buildings for the Panama-Pacific Exposition has announced that it will employ only union men in this work. P. H. McCarty of the U. B. is a member of this commission.

The Supreme Court of Mississippi has upheld the ten-hour labor law as constitutional. The suit to test the law had been brought by the lumber companies of the state.

The arbitration board, which had under consideration the settlement of the controversy between fifty-two Eastern roads and the 30,000 engineers in their employ, made its award public late in November. The award was a partial victory for the engineers.

The board of conciliation of the federated coal districts of England has granted an advance of 5 per cent. to coal miners. Four hundred thousand men will receive 25 cents a week increase, regardless of the gain under the minimum wage act, the total aggregating about $5,000,000 a year.

Colorado is to have twenty-two members of farmers and trade unions holding seats in her next legislature. Both the governor and lieutenant-governor are of the farmers' union, the secretary of state is a railroad telegrapher, and the state auditor belongs to the horseshoers' union.

The decision of the lower court in the suit of C. W. Post, of "gripe nut" fame, against the A. F. of L. for $75,000 damages, has been sustained by the Federal Circuit Court of Appeals. The lower court had dismissed the case as being without merit. Mr. Post is evidently "up against it."

As a result of their conference with the Stove Founders' Association, the iron molders are to receive a 5 per cent. advance over the present scale, to be in effect during 1913. This advance affects 15,000 members directly and many more indirectly. It is a great victory for trade union methods.

In the month of October 108,300 immigrants were admitted to this country, 19,811 of whom were southern Italians, 10,878 Poles, and 8,371 Germans, these nationalities being in the lead. One thousand and eighty-four were carpenters by trade.

"The way to prevent unnecessary child labor and female factory work is to give men wages sufficient to support families, and the way to do this is through organization."—Exchange.

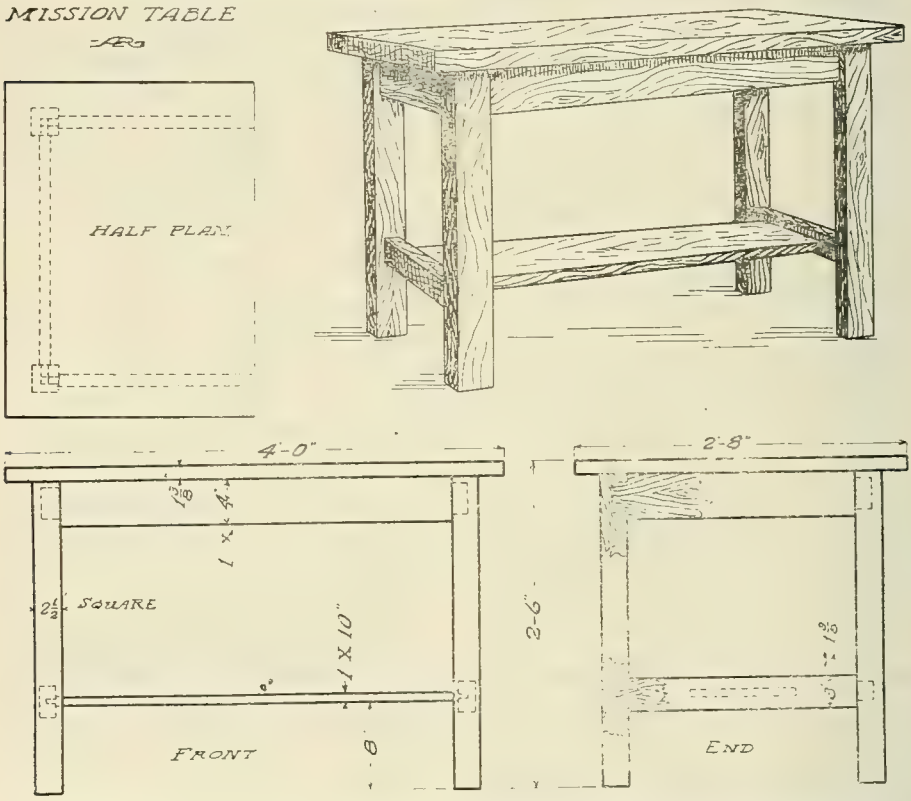
Craft Problems

Library Table

(By Prof. A. Edward Rhodes.)

I often wonder why carpenters will go to a furniture store and pay all sorts of prices for furniture they could make themselves for often at least half the price, and for a piece of woodwork whose workmanship is so poor that the owner would be ashamed to do a job like it. There are lots of good furniture to be had, but the price is accordingly high.

Now, since the good, plain, substantial, so-called mission furniture has come into such general use and has demonstrated its worth and beauty, I cannot help but wonder at the large number of expert carpenters who use the cheap shoddy stuff sold as chairs, tables, etc. In conversation with some of my carpenter friends on this subject, they gave as their excuse, for want of a better one, that they did not know how to design a piece of furniture so that all its parts would be correctly proportioned. If any of the readers of The Carpenter feel the same way, I would suggest that they watch the Craft Problems department for a short while and they will find therein drawings and descriptions of practically every piece of furniture that may be needed about the home, pianos excepted.



The table is a good article to start making. The one shown gives all the

sizes for a well-proportioned library table. Of course, it is a simple matter to make a similar table, either larger or smaller, and make the various proportions to correspond. This table is fastened together by the blind mortise and tenon method, which I believe is the best and neatest construction. Yes, of course, it requires more skill; but what of that? You certainly can do it.

Library tables should be from 28 to 30 inches high. The top may be 26 to 36 inches wide by 32 to 54 inches long, and from 1 to 1½ inches thick. The legs should be from 2¾ to 3½ inches square. I prefer a massive construction. The finish may be one of the patent stains or finishes, according to the maker's fancy. I like oak finished natural color.

Mitering

(By Owen B. Maginnis.)

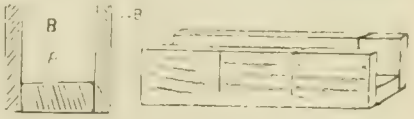
In treating on this important branch of the art of carpentry, it seems wise at this time to mention some of its elements, because each branch has its own peculiar characteristics.

Primarily, as defined by Webster as a noun, "Mitre is the joint formed by two pieces of molding, each sawn at an angle and matching together, member at member." As a verb, "to meet and match together on a line bisecting the angle of junction, especially at a right angle;" "to cut and join together the ends of two pieces obliquely at an angle."

To do this, appliances and tools are necessary.

The first is, of course, the saw, which should be a good twenty-inch hack or panel saw of about ten or eleven teeth to the inch, filed to a keen edge and rubbed off on sides with the face of an oil stone, to give a clean cutting edge and a smooth surface of joint (a wrinkle, by the way, which is not generally known).

Then there comes the "mitre box." This indispensable adjunct used for cutting moldings may perhaps be well known to our older and more experienced brother readers, yet, so important is it that I deem it worthy of a few hints as to its accurate construction and use.



End View. The Mitre Box.
Fig. 1.

Fig. 1 shows one, as it ought to be made, of wood by carpenters in shops, or on buildings, and, as will be seen, simply consists of three pieces joined together, their size being as near as possible to the following dimensions: For ordinary moldings or strips, up to 3½ inches in width, the length may be not less than 18 inches nor more than 30 inches; the bottom piece 1½ to 2 inches thick by 4 inches wide, so as to insure the sides being firmly glued or nailed to its edges, and the sides 1 inch to 1½ inches by 6 inches wide. Either white pine or oak are the preferable woods to use, as most of the others are too liable to warp and split, through climatic changes, steam heat, etc., so that the cuts will vary and become out of true. While the oak box is heavy, it has at least the virtue of wearing well, but pine is most popular.

To make a mitre box properly the bottom piece A (see end view Fig. 1) must be taken out of wind, with the foreplanes or jointer, by using "winding sticks" or two short straight edges, one across each end of the surface, and keep planing until they show parallel or as one line, or by closing one eye and sighting across the surface until one makes sure it is perfectly flat, and not twisted or in-wind. The edges are next squared and the piece gauged to an exact parallel width.

The sides, B-B, must be similarly worked, and for a very good box they should be surface gauged to a set thickness ⅞ inch to 1½ inches as needed. The sides are now gauged with a line 4 inches down on the face (inside) and edge, and a small wire nail driven close to each end exactly on this line and the sides

placed on the edges of the bottom piece and nailed or glued, and nailed fast and close thereto, keeping the fastening nails about the middle of the edges.

Should the above work be properly done the inside of the box will be exactly 4 inches square and geometrically parallel square and true, and on looking across the top edges and gradually lowering the farthest they will show as one line.

There are two or more ways by which the box can be marked for accurate sawing. One consists in taking a drawing board or a clean piece of stuff with a

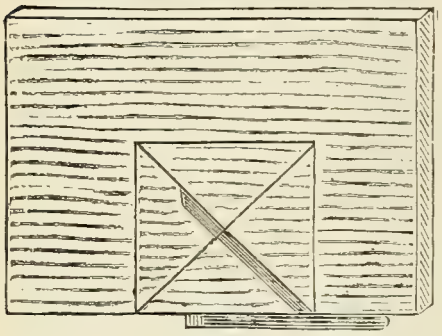
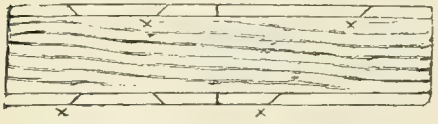


Fig. 2.

straight edge, as Fig. 2, and laying out on it a square figure, whose side is equal to 6 or 8 inches, and drawing two diagonal lines from corner to corner, as shown; then by setting a bevel to one of the diagonals and screwing the blade fast in the stock. Now, by taking the tool, and laying it across the edges of the sides of the box and applying it from the outside, holding the blade firmly down with the left hand, the cut can be marked with a sharp penknife on the edges with the right hand. Next reverse the bevel



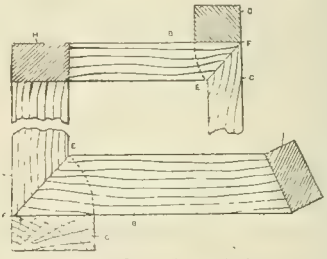
Top View of Mitre Box.
Fig. 3.

for the other cut, as X, Fig. 3, and mark it similarly, which being done, square down from the top edges on the outside faces to the bottom, also with the knife, watching that the square does not move, and that all lines are perfectly straight.

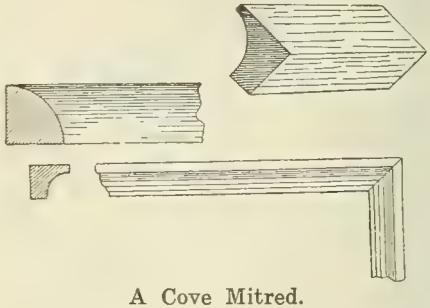
Another method is to set on the edges the width of the box inside, viz., 4 inches, and lay it off on the inside arrises, square and with a steel square and knife mark the direction of the angle of 45 degrees. Again two equal numbers, as 10 and 10, 12 and 12, from the heel of a steel square can be used. Crossing the cuts leaves room for more, although some mechanics prefer to keep them apart.

When the box has been properly marked, the next thing is to saw into the sides exactly to the knife marks and the saw should not be run down at the center of each mark, but to one side, so that the line may be distinctly seen to the right of the blade and reversing the box to make sure it follows all lines.

In conclusion, readers will note here Fig. 4, some simple forms of mitres and a

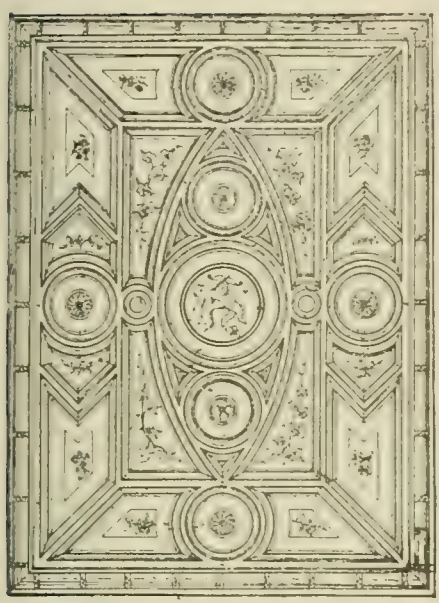


A Simple Mitre Joint.



A Cove Mitred.

A Mitred Molding.
Fig. 4.



A Wood Ceiling Designed to Illustrate the Application of Many Mitres.

Fig. 5.

ceiling (Fig. 5) design, which is a combination of all those set forth in the preceding articles on this interesting subject, which might really be termed the very "ne plus ultra" of the business.

Fig. 6 shows a mitre templet and its

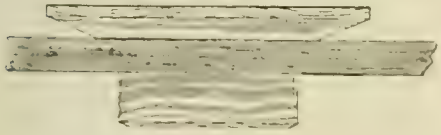


Fig. 6.

application by hand, although it is now almost an obsolete tool.

Concerning iron and patented mitre boxes, I might state that for shops and indoor use they are excellent, but their tendency to rust hardly renders them adaptable to outdoor work. They do, however, accurate and excellent work, and their various good points can always be obtained from the manufacturers.

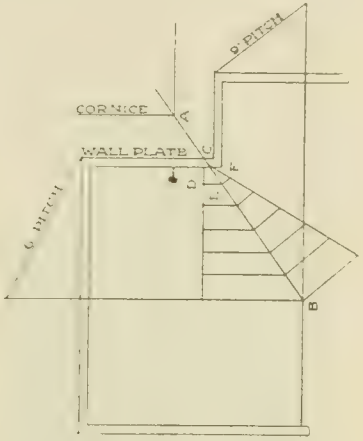
To Lay Out Valley Rafter for Two Pitches

(By James Barry, L. U. 509.)

Square in, as per sketch, one foot from outside face of plate where valley rafter is to be from C to D.

Mark D E parallel with plate, cutting valley rafter at E.

From E set up rise of 1 foot, which in this sketch will be six inches from E to F, then mark pitch line C F.



By these lines, if correctly laid out full size, obtain figures by which we can lay out valley rafters.

Now find distance on level or run from C to E to be just 15 inches and this C E represents 1 foot run on valley rafter, the same as 17 inches represents 1 foot on common pitch rafter.

The rise from E to F is 6 inches and pitch line from C to F will be 16 3-16 inches.

Then we can lay out valley rafter same as ordinary rafter, using 15-inch run and six-inch rise.

The entire length of valley rafter will be 8 feet ½ inch, or 16 3-16 inches six times.

(Remember to take out ½ thickness of ridge poll.)

True Lengths of Hip and Valley Rafters

(By Wm. Innes, L. U. 461.)

It shall help many carpenters to know that 17 inches is not the true number for hips and valleys, as that is the popularly accepted practice when square is used. The truest number on our squares is 16 31/32, so for that reason hips and val-

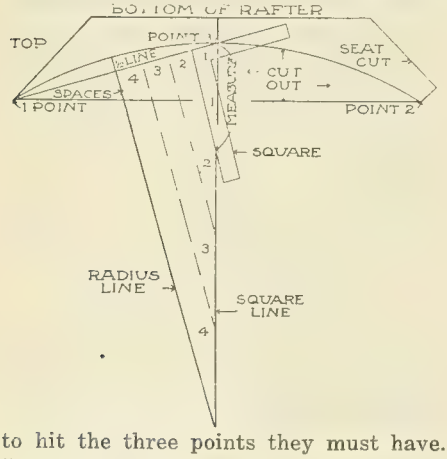
leys have to be recut or chopped off on top edge at ridge. If hips are put up first, then all common rafters are too short. When hips or valleys sit on the usual 45-degree angled seat, we can hold the square at 1/32 less than 17 inches; or multiply number of moves used on the common rafter by 17 inches, and then take off ⅛ inch for each four moves made thus: A building 32 feet across means 16 moves of the square, then 17 inches times 16 equals 272 inches, divided by 12 equals 22 8/12 feet, or 22 feet 8 inches; less four ⅛ inch equals 22 feet 7½ inches.

By this last form we first get the bottom cut by the square (or bevel), then measure 22 feet 7½ inches on work line, then get top cut by square (or bevel).

Concave Rafter

(By A. A. Stafford, L. U. 141.)

Brother readers, here is a problem you don't run across every day, but when you do you should be able to meet it. In many places the carpenter has to find the length of radius to lay out porch rafters of this kind, as illustrated, or any similar curve when three points are given. To get this radius is difficult to some, as they know no method, only to take pattern timber and rod and keep changing length on rod till they get it



to hit the three points they must have. Try Fig. 1 once.

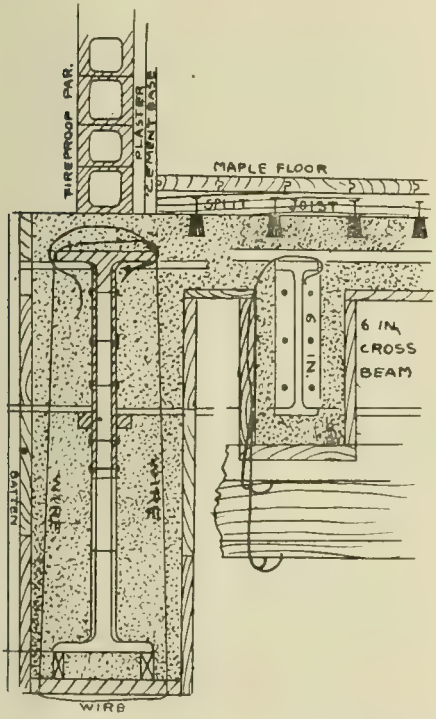
Take good straight edge pattern, establish Points 1 and 2 by run and rise; establish Point 3 half way and by the concave you want in roof. Now, make square line at Point 3 and draw line from Point 1 to 3. Take one-half the length of this line for spaces to determine the length of radius, 1, 2, 3, 4, more or less. Example: Suppose this half line was two feet long (4 feet 1 to 3), say each space 6 inches. Place square as in illustration, 6 inches on tongue at Point 3. Note the reading on blade where it crosses square line (which can be got with another square or straight edge)—measure from this reading with rule to Point 3 on square. Just four times this measure will be length of radius. To illustrate: If Fig. 1 was a full-size detail, and square at 6 inches Point 3, blade could be 28 inches where it cuts square line, and measure from there to Point 3 is 28 11/16 inches; then four (spaces) times 28 11/16 inches equals 114¾ inches, divided by 12 inches for feet; result, 9 feet 6¾ inches, length of radius. The one-half line can be divided into any number of spaces for convenience, but be sure and multiply the measure as indicated that number of times for radius length. I believe the drawing will give the idea plain enough, and after you have once performed the work, it will be simple and easy to figure out in this manner any length of radius for three points. For ordinary porch rafters I use eight or ten-inch boards and rip nearly through, then take the piece I rip out and edge up on the bottom and fasten these by nailing scraps of boards on sides. By this way you have full width board the length of rafters. It saves labor and lumber. See if you can do it any cheaper.

Something New in Fireproofing

(By James Barry, L. U. 509.)

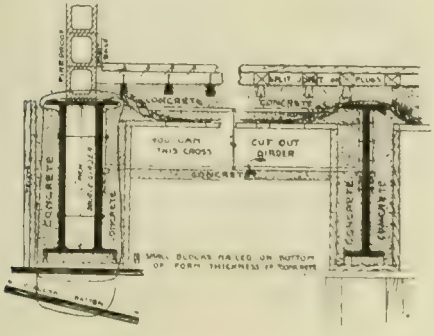
The accompanying sketch shows a new wrinkle in fireproofing. Here wooden floors had to be laid on split joists and also nailed into plugs in the concrete

floors of a strictly fireproof job. When this new building was finished it was discovered that there was some defect in its acoustic properties and a good solid maple floor, tongued or butt joints, was laid on top of the concrete. It made a remarkably good solid floor—nailed on split joist 12 inches apart, plugs about 16 inches, as I have tried to show from sketches taken on the job.



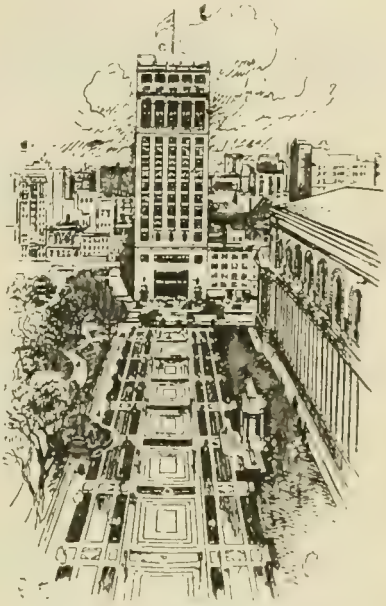
This shows a well hole. Side cased up to top of concrete.

Dots show concrete. Wires pass under bottom and double over top of girder.



Diagonal batten with wire down both sides, doubled over top of steel girder on both sides, as shown above. I have made wire somewhat loose in order to make clear. Observe small blocks nailed on bottom thickness of concrete.

This side shows form shoved up from below does away with wire; and makes a more solid job.



This sketch was taken from the Aeolian building, on Forty-second street, New York City.

Today

Tarry not in idle yearning
For the moments that are gone,
Yesterday hath no returning
And life's stream is flowing on;
Flowing on with joy or sorrow
Toward the dark unfathomed sea
Ever onward to the morrow
That conceals eternity.
Let us, then, today endeavor
To enjoy life's pleasant sun,
For the past is past forever
And the morrow may not come;
Let us do the loving duties
That await us on the way,
And behold the myriad beauties
That abound in life today.

—C. Howard.

Für Unsere Deutschen Leser

Die Volksfürsorge in Deutschland.

von A. Heins.

Die gewerkschaftlichen und Cooperativen Genossenschaftsorganisationen Deutschlands haben vor Kurzem beschlossen, gemeinschaftlich ein neues Feld zum Zwecke des Arbeiterschutzes zu betreten; es handelt sich hier um eine Volksversicherung gegen Feuersgefahr, verbunden mit Lebensversicherung und Sparkasse; seit mehreren Jahren wird ja auch in Amerika das Projekt eines Bankinstitutes beraten, das eine ähnliche Entwickelung annehmen könnte, doch ist das Projekt meines Wissens noch nicht weit gediehen.

Das in Deutschland geplante Institut soll aber bereits am 1. Januar 1913 in's Leben treten; das dazu nötige Kapital ist schon von Gewerkschaften und Consumvereinen gezeichnet, es handelt sich nur noch um Regelung einzelner inneren Funktionsangelegenheiten.

In dem jüngst in Berlin stattgefundenen Congreß der deutschen Consumvereine, in dem dieses Projekt zum Beschluß erhoben wurde, erklärte der Vorsitzende, von Elm, Ziel und Zweck desselben; er sagte unter Anderem:

„Allmählich muß die Arbeitsbewegung alle Gebiete umfassen, auf denen es ihr möglich ist, das Volk zu sich heran zu ziehen, und sich dem Volke unentbehrlich zu machen.

Je mehr uns das gelingt, je tiefer greifen die Wurzeln der Arbeiterbewegung in das allgemeinen Volksleben hinein, und löst es von der bürgerlichen Ausbeutergesellschaft ab.

Aber nicht nur soll diese Volksfürsorge demselben Dienste leisten, indem besagte Versicherungen besser, billiger und vorteilhafter arbeiten, man entreißt damit auch gleichzeitig der besitzenden Klasse eine mächtige Waffe, die es fortwährend gegen das Volk gebraucht; diese Waffe befreit aus den ungeheuren Kapitalien, die verschiedenen Versicherungsgesellschaften aus den Volksmassen ziehen, und vermittels deren sie dann das Volk um so intensiver knechten können; es ist nicht schwer, nachzuweisen, daß der Hauptzweck jener Versicherungsgesellschaften darin besteht, den direktoren hohe Gehälter, und den Aktionären die höchsten Dividenden abzuwerfen, während die Versicherten chikaniert, betrogen und bestohlen werden. So betrug Beispielsweise das Präsidenten honorere der Berliner Versicherungsgesellschaft Victoria im vergangegen Jahre rund eine Million Mark, während den Aktionären 33 Prozent auf ihre einbezahlten Aktien verteilt wurden.

Die in's Leben zu rufende Volksbank und Versicherung wird auf einer ganz anderen Basis arbeiten, ihr Zweck ist weder, hohe Gehälter zu bezahlen, noch unerhörte Dividenden auszuwerfen. Mehr als 4 Prozent Dividenden sollen unter keinen Umständen ausbezahlt werden; was über diese Summe hinaus Ueberschuß gemacht wird, soll, nach Abschreibung des gesetzlich festgestellten Reservefonds, direkt den Versicherten zu Gute kommen, entweder durch herabsetzen der Beiträge, oder durch Erhöhung der Prämien. Ebenso wenig kann ein Versicherter seine Prämie verlustig gehen durch rückständige Beiträge, wie dgs bei den zur Zeit bestehenden Versicherungsgesellschaften der Fall ist (lapses), das jeweilig einbezahlte Beitragsgeld wird ihm als Sparkonto gebucht, und steht es dem Versicherten frei, zu irgend einer Zeit die rückständigen Beiträge nachzuzahlen, und somit wieder in seine vollen Rechte als Versicherter einzutreten; auf diese Weise geht ihm nie ein Cent des bereits gezahlten Geldes verloren.

Das auf eine Million Mark festgesetzte Stammkapital ist zur einen Hälfte von den freien Gewerkschaften, zur andern Hälfte von den vereinigten Consumgenossenschaften gedeckt, resp. bereits in Baar eingezahlt. Die Generalversammlungen, das Direktorium und die Controllkommission werden gemeinschaftlich aus beiden Körperschaften zusammen gesetzt. Aktienübertragungen können nur mit Zustimmung des Direktoriums und Controllkommission stattfinden, die einlaufenden Summen in mündelsicheren Staatspapieren angelegt werden.

Um einen möglichst billigen Betrieb zu sichern, und einen kostspieligen Beamtenapparat zu vermeiden, wird die caurante Arbeit, wie Aufnahme von Mitgliedern, Einkassierer und Buchung der Beiträge u. s. w. direkt von den jeweiligen Gewerkschaftsbeamten und Consumvereinskassierer besorgt, wodurch die Betriebskosten allerdings auf ein Minimum reduziert, und die Versicherungssummen selbst eine möglichste Höhe erreichen werden.

Daß dieses geplante Institut dem deutschen Volke große Dienste erweisen dürfte, ist gewiß, ebenso wie es unzweifelhaft dem Großkapital große und unverdiente Profite entzielen wird. Um so weniger ist es zu verwundern, daß das Projekt jetzt schon von der Großkapitalistischen Presse auf's Hef-

tigste angegriffen, mit Schmutz beworfen und den gröbsten Verläunderungen ausgesetzt wird. Die deutsche Arbeiterbewegung hat aber ganz andere Feinde bezwungen, weit größere Erfolge auf politischem, gewerkschaftlichen und cooperatiferen Gebiete errungen, und schreitet gelassen über die kapitalistische Proßmeute hinweg. Sie ist bis zum heutigen Tage in ihrer Entwickelung soweit vorgeschritten, daß das Versicherungsfeld unbedingt in den Bereich ihrer Tätigkeit fallen mußte.

Die Teilnehmerschaft dieses neuen Institutes besteht aus einer Anzahl Gewerkschaften, deren Mitgliedschaft sich auf etwa 1,300,000, und aus 2,400,000 Consumvereinsmitgliedern belauft, das heißt, die neue Versicherung beginnt ihre Tätigkeit mit einer Kundschaft von 3¾ Millionen, die sich aber voraussichtlich in 2—3 Jahren auf 5 Millionen belaufen wird.

So wie schon heute die Consumvereine dem Privathandel gegenüber nicht nur vollständig unabhängig, sondern im höchsten Grade konkurrenz fähig geworden sind, so ist es auch nur eine Frage der Zeit, bis die diebischen bürgerlichen Versicherungsgesellschaften das Arbeiterelement gänzlich verloren haben.

Sollte das deutsche Unternehmen nicht auch geeignet sein, dem schon oben ermähnten amerikanischen Arbeiterbankprojekt neues Leben einzuflüßen! Wollen denn die amerikanischen Arbeiter noch lange das Rückgrad der besitzenden, uns feindlichen Klasse mit ihren Spar- und Beitragsgroschen stärken? Wer unter ihnen hat nicht schon dem Munde abgesparte Dollars und Cents an die berüchtigten Versicherungsgesellschaften bezahlt? Sind es nicht die aus den Arbeitertaschen erschwindelten Summen, die es den Gesellschaften erlaubten, diese modernen Zwingburgen zu erbauen, wie z. B. die Prudential Insurance Co. in Newark, die New York Life, die Metropolitan, die Home, in New York, und so viele, viele Andere. Dieselbe Arbeiterkundschaft ist es, welche es obigen Gesellschaften ermöglicht, den Gas, Elektrizitäts und Trambahnbetrieb in allen größeren Städten zu eignen; in vielen Städten Amerikas sind sie im Besitze des Monogales der städischen Wasserverfolgung; sie kaufen genügend Eisenbahnaktien, bis sie die Controlle über diese besitzen, und beuten dann dieselben Arbeiter als Arbeitgeber aus, die sie bisher als Versicherte bestohlen und ausgeraubt haben.

Das Wenige, das die organisirte Arbeiterschaft auf diesem Gebiete bisher geleistet, wie z. B. die Arbeiter-Mobiliar-Feuer-Versicherung, wird von jenen Großgaunen systematisch bekämpft, nicht minder die allgemeine Kranken und Sterbekasse.

Wer jemals das Unglück hatte, mit einer amerikanischen Unfallversicherungsgesellschaft zu tun zu haben, der weiß ein Liedchen von der Spitzbüberei derselben zu singen.

Alles das sollte Grund genug für die amerikanischen fortschrittlichen Arbeiter sein, das neue deutsche Unternehmer nicht nur mit Freuden zu begrüßen, sondern in möglichster Eile nachzuahmen. Es genügt nicht, dem organisirten Kapital eine möglichst hohe Summe als Lohn zu entreißen, mann sollte auch darauf bedacht sein, das einmal sauer Erworbene sich nicht wieder mit allen Chikanen abnehmen zu lassen.

Britische Holzarbeiterverbände im Jahre 1911.

1. Der vereinigte Verband der Zimmerer und Bautischler.

Das wichtigste Ereignis des Jahres 1911, das den Verband der Zimmerer und Bautischler betraf, war der Uebertritt eines kleineren Verbandes, der Associated Society of Carpenters and Joiners, der am Schluß des dritten Quartals erfolgte; zu dem Zeitpunkte hatte die Associated Society 61 Ortsgruppen und 4,129 Mitglieder. Ende 1910 betrug die Mitgliederzahl des großen Verbandes 55,785 und nach Abrechnung der während des Jahres 1911 verstorbenen und ausgetretenen Mitglieder verblieben 66,365, was einer Zunahme um 10,580 entspricht; 3,241 Mitglieder waren Altersinvaliden. Der Verband ist nicht auf Großbritannien und Island beschränkt. Die Zahl der Ortsgruppen und der Mitglieder verteilte sich wie folgt:

	Ortsgruppen.	Mitglieder.
Großbritannien und Irland	770	51,420
Vereinigte Staaten	76	4,580
Canada	48	3,237
Neu-Seeland	26	3,070
Austral. Staatenbund	42	3,023
Südafrika	17	1,035
Zusammen	974	66,365

Die Nettoeinnahmen betrugen 176,775 £, gegen 224,858 £ im Vorjahr, und die Gesamtsausgaben 179,693 £, gegen 200,724 £ im Vorjahr. Die Einnahmen blieben hinter den Ausgaben um den Betrag von 2,498 £ zurück, trotz der durchgreifenden Aenderung der Statuten, die den ausdrücklichen Zweck verfolgte, die Ausgaben für Alters-, Kranken-, Arbeitslosen- und Unfallunterstützung herabzusetzen.

Im Jahre 1911 erforderten die Altersunterstützungen 55,130 £, Arbeitslosenunterstützung 37,331, Krankenunterstützung 32,613, Unfallunterstützung 2,945, Beerdigungskosten 7,264, Werkzeugversicherung 2,927, Notfallunterstützung 1,484, Streik-

unterstützung 3,745 £. Wichtige Streiks oder Aussperrungen kamen seit 1908 nicht vor. Die Geschäftslage war viel besser als in den letzten zehn Jahren, und der für Arbeitslosenunterstützung ausgezahlte Betrag hat sich stark verringert.

In Großbritannien und Irland wurden Lohnerhöhungen von 42 Ortsgruppen und Arbeitszeitverkürzungen von 6 Ortsgruppen erlangt.

2. Der nationale vereinigte Möbelarbeiterverband.

Zu Beginn des Jahres 1911 schloß sich dem Möbelarbeiterverband der Verein der Polierer (784 Mitglieder) an, und es ist zu hoffen, daß in nicht zu ferner Zukunft andere Möbelarbeitergewerkschaften diesem Beispiel folgen werden. Die Zahl der Ortsvereine des Möbelarbeiterverbandes nahm von 105 auf 123 zu, und die Mitgliederzahl von 6,685 auf 10,122. Generalsekretär Gossip sagt in seinem Bericht, daß noch niemals seit dem Bestande des Verbandes die Organisationsarbeit so emsig und energisch betrieben wurde als 1911.

Erhöhungen der Löhne und Verkürzungen der Arbeitszeit wurden im letzten Jahre in den folgenden Bezirken und Städten erzielt: Am Clyde, an der Nordostküste, in Belfast, Bristol, Glasgow, Gloucester, Liverpool, London, Nottingham, Rochdale, Sheffield, Swansea und Wellington. Außerdem wurden verschiedene andere Verbesserungen der Arbeitsverhältnisse erlangt und Verschlechterungen wurde erfolgreich widerstanden. Die Ortsvereine in York und Killenny gingen ein, und hinsichtlich des letzteren ist zu bemerken, daß zugleich die Löhne im Ausmaß von 5 s. in der Woche verkürzt wurden.

Das Gesamteinkommen des Verbandes betrug 20,967 £, die Ausgaben betrugen 19,108 £, und das Vermögen stieg von 6,533 £ auf 8,392 £. Folgende Unterstützungen sind an die Mitglieder während des Jahres 1911 ausgezahlt worden: Arbeitslosenunterstützung 5,442 £, Streikunterstützung 4,152, Krankenunterstützung 2,383, Werkzeugversicherung 487, Beerdigungskosten 409, Auswanderungs- und Umzugskosten 416 £.

Der Arbeitervertretungsfonds des Verbandes belief sich am Jahresschluß auf 71 £. Die Mitglieder stimmten mit überwiegender Mehrheit zugunsten dieses Fonds, aber sehr viele zahlten die geringen Jahresbeiträge nicht, die verlangt werden; sie scheinen vergessen zu haben, daß sowohl wirtschaftliche wie politische Waffen erforderlich sind, um die Ziele zu erreichen, nach denen alle denkenden Arbeiter blicken.

3. Der vereinigte Verband der Möbeltischler.

Der Verband begann das Jahr 1911 mit 2,587 Mitgliedern und beschloß es mit 2,690. Die Mitgliederzunahme entsprach den Erwartungen nicht. Die Zahl der Ortsgruppen blieb 67. Viele Ortsgruppen hatten Erfolg in der Erhöhung der Löhne und, was von gleicher Wichtigkeit ist, der Verkürzung der wöchentlichen Normalarbeitszeit.

Die Einnahmen machten 7,458 £ und die Ausgaben 6,027 £ aus. Das Vermögen nahm von 6,733 £ am 1. Januar auf 8,164 £ am 31. Dezember zu. Die hauptsächlichsten Unterstützungen betrugen im Jahre 1911: Reiseunterstützung 59 £, Arbeitslosenunterstützung 1,581, Streikunterstützung 88, Krankenunterstützung 1,039, Altersunterstützung 1,273, Begräbniskosten 316, Werkzeugversicherung 56, Auswanderungsunterstützung 94 £.

Der durchschnittliche Jahresbeitrag war 2 £ 13 s. 1¾ d., und es verblieb pro Mitglied ein Ueberschuß von 9 s. 7 d. Zu Ende des Jahres bezogen 82 Mitglieder Alterunterunterstützung.

4. Der vereinigte Verband der Holzarbeitungsmaschinisten.

Dieser Verband vermehrte seine Mitgliederzahl von 4,079 auf 5,036 (darunter waren 63 Altersinvaliden); er besteht aus 91 Ortsgruppen. Der Generalsekretär W. J. Wentworth drückt die Hoffnung aus, daß in kurzer Zeit die Verschmelzung des schottischen und des Londoner Vereins der Holzarbeitungsmaschinisten mit dem Verbande vollzogen sein wird; dann wird die Mitgliederzahl etwa 7,000 sein. Aber es gibt noch reichlich Organosationsarbeit unter den Unorganisirten zu verrichten.

Der Verband begann das Jahr mit einem Kassenbestand von 8,939 £, das Einkommen betrug 10,828 £, die Ausgaben machten 10,790 £ aus und am Jahresschlu ßverblieb ein Bestand von 8,977 £, so daß sich ein Gebarungsüberschuß von 38 £ ergab, was unbefriedigend ist, denn es ist in Betragt zu ziehen, daß das Jahr 1911 eine Zeit guten Geschäftsganges war. Während des Jahres 1911 zahlte der Verband aus an Arbeitslosenunterstützung 2,863 £, Aussperrungsunterstützung 1,435, Gemaßregeltenunterstützung 35 £, Unfallunterstützung 892 £, Krankenunterstützung 1,252 £, Invalidenabfindung 600 £, Notfallunterstützung 3 £, Altersunterstützung 807 £, Sterbegeld 381 £.

Es ist hier zu erwähnen, daß nach dem „nationalen Versicherungsgesetz" Gewerkschaften „anerkannte Vereine" werden können, um an der staatlichen Versicherung teilzunehmen. Aber bis zum 15. Juli 1912 (dem Tag, an dem das Gesetz wirksam wurde) hatten erst drei Vereinigungen von Holzarbeitern die Anerkennung seitens der oberen Versicherungsbehörden erlangt, nämlich die Liverpooler Schiffszimmerergewerkschaft (909

(Fortsetzung auf Seite 56.)

Departement Francais

Les societes cooperatives en Europe

(par Alphonse H. Henryot.)

Un certain nombre d'ouvriers parisiens ont fait l'été dernier un voyage en Suisse, à l'effet d'étudier l'organisation des sociétés de consommation, travaillant sur une case cooperative en Suisse. La plus importante de ces sociétés se trouve dans la ville de Bâle, Suisse allemande. Le camarade Marcel Cachin, rédacteur au journal l'Humanité, qui a accompagné les visiteurs, a donné un compte rendu de ce qu'il a vu, et j'en fais un extrait qui, je n'en doute pas, interressera certainement les lecteurs français de notre journal.

Bâle est le siège de l'Union Suisse des sociétés de consommation, c'est-à-dire de l'organisme central auquel sont fédérées les coopératives répandues en nombre fort important dans tout le pays.

Bien que nos camarades de la Confédération Helvétique se comptent en nombre imposant dans les syndicats et dans le parti ouvrier, le mouvement coopératif est chez eux la forme d'action la plus en faveur. Il est certain qu à Bâle surtout ce qui attire tout d'abord c'est a côté de l'union centrale, l'oeuvre locals ellemême, la société générale de consommation.

Voici une ville de 135 mille habitants qui compte 32 mille familles de coopérateurs, c'est-a-dire, presque toute la ville entière. Le chiffre d'affairè s'élevait l'année dernière a 23 millions, laissant un bénéfice net de 2 millions 176 mille francs, et une prime de 8% de riturne aux membres.

A Bâle, il n'y a plus de bouchers; la coopérative contrôle 12 boucheries, avec 6 millions d'affaires par an. Seul, une grande maison a succursales, la maison Bell, qui est répandue dans toutes les villes de la Suisse, a réussi de résister a la concurrence des cooperatives. Le résultat est que la population de la ville de Bâle mange de l'excellente viande et a bon marché; tant de la provenance indigene que de l'importation de la Republique argentine.

Dé même, les épiciers ont presque disparu entièrement. La cooperative a vendu pour 5 millions 165 mille francs d'épicerie, et ce dous 87 filiales, rien qu'en l'année 1911, de sorte qu'elle absorbe presque tout le commerce de cette branche.

Dans un immeuble, qui a couté presque 1 million, elle possède une laiterie modèle. Au lieu d'avoir loissé les grandes sociétés capitalistes a la Maggi (ou Borden) accaparer cet aliment de première nécessité, les cooperateurs bâlais ont su le garder pour en avoir le contrôle et le bénéfice; elle vend 700 mille litres par jourc'est-a-dire les 2-3 de la consommation de la ville entière; et c'est une joie d'admirer les soins apportés au travail du lait, lequel est analisé, nettoyé, frigorifié et préparé selon les règles de la science hygienique la plus renseignée et la plus sévère. Pour le lait spécial que l'on donne aux enfants, des vétérinaires surveillent l'alimentation et la santé du bétail.

De même, la société coopérative possède la plus grande cave de vin de toute la ville. Elle a absorbé le marché des fruits et des légumes. Et dans tous ses ordres elle a prouvé qu'il était possible d'organiser socialement, collectivement, en grand et pour toute une ville la repartition des marchandises sans le concours du capital privé.

Expérience intéressente au premier chef, et qui répond de manière decisive a ceux, qui affirment l'impossibilité d'assurer le service d'alimentation autrement que par l'intermédiaire du commerce, petit ou gros.

Mais l'expérience qu'elle poursuit

heureusement, fournit d'autres leçons encore; il était intéressant de savoir par l'exemple si le prix de la vie avait diminué sensiblement dans la ville ainsi tributaire d'une coopérative. Là-dessus, la réponse est nette; la coopérative s'est surtout préoccupé de donner des marchandises de première qualité; elle a réussi, surtout pour la viande et le lait. Mais, dominé par les marchands capitalistes en gros, elle ne peut que dans une mesure restrainte baisser ses prix.

Elle vend donc a peu près au même prix qu'ailleurs, mais elle fournit des marchandises irréprochables, et, en outre, elle donne des ritournes appréciables pour un budget ouvrier.

Pour tenir les adhérents au courant du mouvement cooperatif et de son développement dans leur ville, en Suisse et ailleurs, la société publie un bulletin hebdomadaire; on lit dans un de ces derniers numéros le fait suivant:

Les cooperateurs de Zurich, qui sont a l'étroit dans leur immeuble font construire une nouvelle maison, sur l'avenue de la gare (la principale vue commerçante de la ville) qui coutera 5 million de francs (1 million de dollars). Le conseil d'administration a décidé de confier le soin de décorer l'édifice au plus grand peintre du pays. On ne lui à pas imposé un sujet, on a laissé a l'artiste, du nom de Hodler, une liberté absolue; il peindra a sa fantaisie, en s'inspiront de son génie, deux fresques pour la grande salle des conférences; a l'extérieure, 31 pannaux réproduiront les diverses formes du travail des proletaires helvétiques. L'agriculteur bernois, le pêcheur du lac de Zurich, le vigneron vaudois, le tisserand de la soie ou du coton, l'horloger du Jura le charpentier, le maçon, tous y trouveront leur place.

C'est de cette façon que procédèrent les Messènes qui faisaient dacorer leurs maisons par le artistes de leur époque. C'est ainsi que l'on agissait au moyen âge et au temps de la Renaissance.

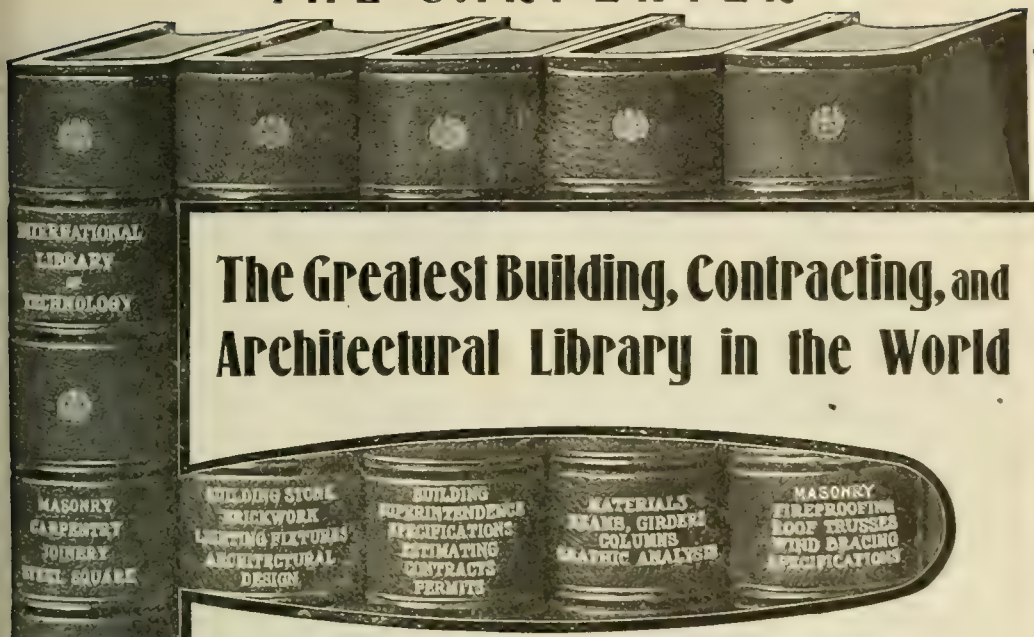
C'est, en tout cas une ideé, qui vient d'elle même a l'esprit lois qu'on va rendre visite au musée des beaux arts de Bâle; mais ajoutons également qu'il est au plus haut point agréable de constater que les préoccupations nécessairement très utilitaires de leur vie commerciale ne dètourneront pas nos camarades du délicat et noble souci de l'art, et de la culture du beau. Si le premier est plus nourrissant, le second rend la vie plus belle et plus agréable.

Je ne veux pas terminer cette correspondance sans citer ici un autre fait, qui prouve autant le savoir faire de nos camarades Suisses, qu'il nous montre la haine et le mauvais vouloir de la petite bourgeoisie de ce pays, qui, en cela, ressemble a celle d'autres pays, dans les mêmes conditions:

Le prix de la farine ayant augmenté considerablement en Europe, les boulangers augmentaient dans la même mesure le prix de leur pain; mais les cooperatives, qui avaient fait leurs engagements pour l'achat de la farine valable pour toute l'année, ce que font d'ailleurs la plupart des boulangers, rendaient toujours leur pain au même prix. L'Association patronale exigea des meuniers, de cesser la veute de farine aux sociétés cooperatives, autrement ils cesseraient a leur tour de faire des achats dans les meuneries suisses, ce que promirent ces derniers. En effet, et par la suite, les sociétés rencontrèrent des difficultés a se suppléer des farines necessaire pour la panification.

Ils décidèrent donc un grand coup! Ils achetèrent le plus grand et le plus productif des moulins, qui justement se trouvait en la possession du gendre de Mr. Maggi, en même temps le président de l'association des patrons meuniers.

En autre, l'éxpropriétaire s'engagea, a gérer les affaires pour le compte des nouveaux aquereurs, pour une durée de 5 ans. Le moulin avec son stock, a couté la somme de 1 million, 700 mille francs; il a une capacité de 60 mille borils par mois, et toute sa production est déjà placeé a l'avance et ce dans les sociétés uniquement. Ai-je besoin de dire, que



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l'association patronale a du coup, sombré, que même la société des patrons boulangers s'est dissolue et que cette année le pain, mangé pav les cooperateurs ouvriers de la Suisse est non seulement devenu meilleur, mais encore meilleur marché.

Oui, le travailleur organisé, en sa qualité de producteur est bien une force, encore dépend-il pour une bonne part du capitaliste détenteur des moyens de produire; dans la lutte avec le capital, l'ouvrier n'est pas toujours vainqueur, les grèves et les lockout ne finissent pas toujours a l'avantage de la classe ouvrière, en dépit même de sa bonne organisation. Trop de conditions se présentent, pour entraver le mouvement en avant du prolétarèat syndiqué, mais, s'il est bien organisé également comme consommateur, s'il refuse d'acheter chez le commerçant valeur, au double point de vue comme prix et comme qualité, si comme le patron, qui prétend, je n'emboche que qui je veux le consommateur organisé dit, paye, je n'achète que chez moi! C'est a dire, dans la société cooperative d'ont il est une part de propriétaire, auqu'une défaite n'est possible, l'ouvrier, en sa qualité de consommateur, détient une grosse part de son salaire, qui, par le système actuel, lui est sautiré sous forme de profit et de frais d'exploitation onéreuses; il fixera lui mêmeles prix de vente et la qualité, et, comme nous l'avons vu chez les coopérateurs belges, tres souvent, c'est a dire dans la mesure du possible et du progrès que fait le mouvement cooperatif, il est possible d'éliminer une grosse part des patrons et des fabriquants, en produisant au compte de la cooperative et avec ses moyens tout article mis en veute chez eux. On me dira, c'est ainsi qu'en remplace un truste par un autre; je veux bien c'est vraie, mais il vaut mieux faire partie d'un trust, qui profite a tout le monde, qu'a ces trust capitalistes, qui s'énrichissent par des millions, en volant et en escroquant tout le monde, et dont les administrateurs ne travaillent que pour s'enrichir, eux et leurs actionaires.

Britiſche Holzarbeiter-Verbände im Jahre 1911.

(Fortſetzung von Seite 52.)

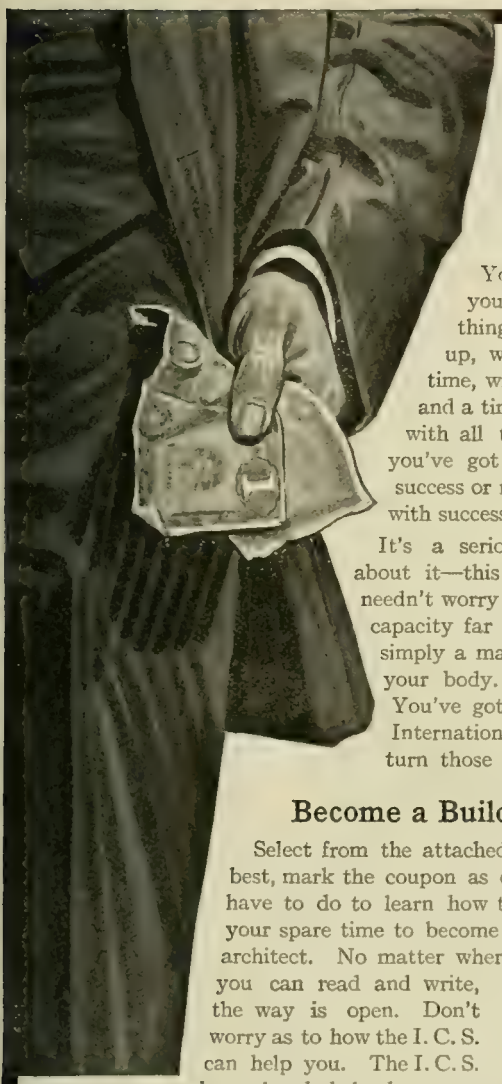
Mitglieder), die vereinigte Geſellſchaft der Bürſtenmacher (1,109 Mitglieder) und die Böttchergewerkſchaft in Belfaſt (96 Mitglieder). Der nationale Möbelarbeiterverband und neun andere kleine Holzarbeitervereine traten der Verſicherungsabteilung des allgemeinen Gewerkſchaftsbundes bei. — Bulletin der International Union der Holzarbeiter.

Gompers' Vote Increased

Secretary Morrison of the American Federation of Labor has received a communication from Secretary-Treasurer J. C. Skemp of the Brotherhood of Painters, Decorators and Paperhangers of America, and delegate to the Rochester convention, in which he calls attention to the fact that the last day's proceedings, which contained the vote on election of officers, had him recorded as voting for Max S. Hayes, delegate from the International Typographical Union, for president of the A. F. of L., when the fact was that he voted for Samuel Gompers for president. This correction reduces the vote received by Max S. Hayes to 4,959 and increases the vote for President Gompers to 12,088.

According to official statistics, just published, there were 2,466 strikes during the year 1911 in Germany, in which 219,809 strikers were involved, a considerable increase as compared with 2,117 strikes, and 155,680 strikers in 1910. Of the total numbers of strikers, 2,391 were attacking strikers and 175 defending strikers. The greatest number were connected with the building trade. Of the total number of strikes, 497 ended successfully, partly successful were 1,186, non-successful, 883. The lock-outs amounted to 232, when 138,364 were locked out.

I know it is said figures won't lie, but unfortunately liars will figure.—Carroll D. Wright.



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It's a serious proposition when you stop to think about it—this big spending and little earning. Yet, it needn't worry you one bit if you can increase your earning capacity far beyond your spending requirements. It's simply a matter of making your brain work more than your body. Head work earns more than body work. You've got some good ideas—and you know it. The International Correspondence Schools will help you turn those ideas into cash.

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Contracting and Building	Civil Engineer
Structural Engineer	Surveying and Mapping
Structural Draftsman	Commercial Illustrating
Concrete Construction	Mining Engineer
Electrical Engineer	Gas Engineer
Electric Lighting	Automobile Running
Plumbing & Steam Fitting	Bookkeeper
Heating and Ventilation	Stenographer
Plumbing Inspector	Civil Service Exams.
Estimating Clerk	Advertising Man

Name _____

St. and No _____

City _____ *State* _____

Present Occupation _____

Claims Paid

DURING DECEMBER, 1912

No.	Name.	Union.	Am't.
18325	Joseph B. W. Dober	22	$200.00
18326	Mrs. Sarah A. Gibson	75	50.00
18327	Mrs. Clara H. Gould	106	50.00
18328	Mrs. Ida Johnson	109	50.00
18329	Crosby D. Herson (dis.)	111	300.00
18330	Mrs. Ada M. Sutter	142	50.00
18331	Mrs. Amy D. Trimble	142	50.00
18332	Mrs. Evelina C. Nestor	159	50.00
18333	Chas. A. Butcher	176	200.00
18334	Fitch P. Everett	284	200.00
18335	David Carruthers	301	50.00
18336	August Flohr	419	200.00
18337	Charles Wasch	434	200.00
18338	Andrew Sever	465	200.00
18339	Mrs. Verna O. Hastings	515	50.00
18340	Geo. Van Horn	1006	50.00
18341	Joe Lymenstull	1366	200.00
18342	Anthony Gallo	34	200.00
18343	Samuel Fox	7	200.00
18344	Christian Finke	45	50.00
18345	Mrs. Jessie R. Dennis	176	50.00
18346	Bezaleel Lee	203	200.00
18347	Frank H. Seifker	211	200.00
18348	Jacob Grosart (dis.)	242	100.00
18349	Franz Miller	309	200.00
18350	Mrs. Susie Kiesel	387	50.00
18351	Mrs. Alice Nordblom	457	50.00
18352	James C. Jones	624	200.00
18353	John Boesl	1401	50.00
18354	Mrs. Christena Ewing	10	50.00
18355	Tom Olsen	32	200.00
18356	Frank Kapala	54	200.00
18357	J. Z. Robbins	75	200.00
18358	R. H. Grier	132	50.00
18359	Wesley N. Davison	211	200.00
18360	Mrs. Meta Stamer	282	50.00
18361	Michael Krank	291	200.00
18362	Mrs. Kerie Davis	375	50.00
18363	Harry Sturnke	423	200.00
18364	Mrs. Ida J. Peterson	471	50.00
18365	John K. Dillon	515	200.00
18366	Chas. F. Grundhoefer	739	200.00
18367	Harry Carlyle (dis.)	879	400.00
18368	Chas. R. Miller	1582	200.00
18369	Mrs. Agnes Johnson	1693	50.00
18370	Chas. H. Hinkley	1701	50.00
18371	Mrs. Isabella Clark	1779	50.00
18372	Amos Swaites	26	200.00
18373	Rudolph Kahlert	73	200.00
18374	George Palmer	78	50.00
18375	Mrs. Sallie J. Doll	200	50.00
18376	Mrs. Emelie L. Schott	200	50.00
18377	Edward Newman	334	50.00
18378	Mrs. Lizzie L. Brewer	459	50.00
18379	Mrs. Elizabeth B. Owens	520	50.00
18380	Edward Delpha	549	50.00
18381	Andrew C. Roth	1051	200.00
18382	Alexander McCaig	10	200.00
18383	Mrs. Rose Bilodeau	33	50.00
18384	Mrs. Hannah Elixon	33	50.00
18385	A. A. Matthews (dis.)	79	400.00
18386	Mrs. Alice E. Snell	132	50.00
18387	Pancost Sharp	432	200.00
18388	Maurice D. Lea	483	200.00
18389	Joshua B. Watkins	624	200.00
18390	Mrs. Lilla M. Favor	624	50.00
18391	Alex. Geaner	630	100.00
18392	Alexander B. Henderson	660	50.00
18393	Mrs. Christina Hurley	750	50.00
18394	Mrs. Ella M. Wright	774	50.00
18395	Mrs. Hedwig Swanson	916	50.00
18396	Frank A. Shank	1082	200.00
18397	John M. Johnson	1790	200.00
18398	Fred Damler	58	200.00
18399	George Hanle	60	50.00
18400	Mrs. Stella I. Givenrod	633	50.00
18401	Albert Lange	1367	200.00
18402	Charles Olsen	240	200.00
18403	Mrs. Nora A. Walker	442	50.00
18404	James G. Burch	710	200.00
18405	Alphonso Hyatt	996	50.00
18406	Curtis Siddons	219	200.00
18407	Joseph Friedrich	9	200.00
18408	Anton Carlson	62	200.00
18409	Irwin C. Troxell	63	200.00
18410	Chas. Schwartz	63	200.00
18411	Joseph Reeves	134	200.00
18412	Mrs. Margaret P. Franz	213	50.00
18413	Frank Purdy	258	200.00
18414	Mrs. Augusta M. Axelson	306	50.00
18415	Clarence Gurdenier	474	200.00
18416	Humphrey G. Currie	774	200.00
18417	James H. Marshall	846	50.00
18418	Hugh W. Wyman	1410	200.00
18419	O. K. Boram (dis.)	1582	100.00
18420	Edward J. Murphy	1	200.00
18421	Mrs. Lillie Maly	39	50.00
18422	Mrs. Mathilda G. Dallaire	134	50.00
18423	Mrs. Elmira L. Groulx	134	50.00
18424	Gust Soderlof	199	200.00
18425	Mrs. Helen O'Connell	214	50.00
18426	Mrs. Annie Migdalsky	375	50.00
18427	Mrs. Rose L. Link	507	50.00
18428	Mrs. Ellen M. Wellander	521	50.00
18429	Mrs. Edith Nero	601	50.00
18430	Mrs. Mary E. Brantner	660	50.00
18431	John W. Tracy	43	50.00
18432	S. P. Vangsness	7	200.00
18433	James S. Lunger	155	50.00
18434	Herman Diehr	158	50.00
18435	S. H. Cutler, Sr.	261	50.00
18436	E. L. Frantz	261	200.00
18437	Robert A. Mackenzie	509	200.00
18438	O. M. Rhoads (dis.)	515	300.00
18439	Henry C. Schmidt	554	200.00
18440	Geo. H. Burgess	693	50.00
18441	Peter Mountain	757	50.00
18442	Mrs. Mary E. Smith	867	50.00
18443	Albin Koerner	1596	200.00
18444	Wm. Kleindienst	1835	200.00
18445	Ernest Lemieux	755	200.00
18446	Mrs. Annie Nevins	43	50.00
18447	John Johnson	62	200.00
18448	Chas. G. Linden	206	100.00
18449	Mrs. Annie E. Kephart	288	50.00
18450	Mrs. Wilhelmina Peter	309	50.00
18451	Mrs. Anna Bondesen	493	50.00
18452	Mrs. Christiana Offt	422	50.00
18453	Mrs. Bertha Marschinke	416	50.00
18454	Mrs. Mary Kroczynski	374	50.00
18455	Mrs. Kate E. Lockhart	200	50.00
18456	James McEwen	10	50.00
18457	Mrs. Lillie H. Atkinson	36	50.00
18458	Mrs. Mary Anawalt	61	50.00
18459	Mrs. Sofie Mensel	126	50.00
18460	Victor Gustafson	181	200.00
18461	John Heins	238	200.00
18462	Mrs. Daisy M. Rush	296	50.00
18463	Roy E. Gates	1040	200.00
18464	Mrs. Arie E. White	1637	50.00
18465	Mrs. Epifania Roble	1696	25.00
18466	M. J. Kramer	1938	50.00
18467	J. B. Kerstein	55	200.00
18468	Mrs. Mella A. Beckner	737	50.00
18469	R. B. Ingle (dis.)	1473	400.00
18470	Mrs. Barbara Smitka	1786	50.00
18471	J. W. Cope	75	50.00
18472	L. B. Bowers	75	200.00
18473	Mrs. Gracia Lauchere	95	50.00
18474	Wm. Lawrence	299	200.00
18475	Henry Dunkman	664	200.00
18476	Mrs. Bertha Sanning	664	50.00
18477	George W. Thomas	927	50.00
18478	Mrs. Rachel V. Marks	927	50.00

No.	Name.	Union.	Am't.
18479	Adolph F. Rickman	206	200.00
18480	Levi Heagy	287	50.00
18481	Albert H. Wolf	309	200.00
18482	Cornelius Verduin	325	200.00
18483	Mrs. Mary E. White	533	50.00
18484	R. S. Lee	690	200.00
18485	John B. Frieh	9	200.00
18486	Mrs. Lydia Hummelgard	53	50.00
18487	Jay E. Van Vlack	1367	200.00
18488	Fred G. Fell	8	200.00
18489	Mrs. C. K. Sorensen	87	50.00
18490	Henry Wilke	181	200.00
18491	Akos Heinrich	309	200.00
18492	Frank W. Cyklan	422	100.00
18493	John V. Field	1253	50.00
18494	Chas. Beitling	1367	200.00
18495	Wm. Henry Christ	1392	200.00
18496	Mrs. Anna Skocir	1786	50.00
18497	Mrs. Alice R. Bowman	897	50.00
18498	Frank Kolenek (dis.)	1030	300.00
18499	Mrs. Eva Kacinski	774	50.00
18500	Levi R. Wilsey	26	50.00
18501	Ernest Schenkle	174	200.00
18502	S. B. Moul	191	200.00
18503	Robert E. McDonald	288	200.00
18504	Chas. Harrison	418	50.00
18505	Alexander A. McAuley	443	200.00
18506	Theodore R. Bull	574	200.00
18507	Wm. R. Thomson	595	200.00
18508	Mrs. Clara Warne	738	50.00
18509	Mrs. Isabelle Grogan	751	50.00
18510	Mrs. Anna E. Simons	1253	50.00
18511	Mrs. Mary E. Moake	1253	50.00
18512	Louis R. Bristol	1704	200.00
18513	John Faust (dis.)	1	300.00
18514	Albert Miller	19	200.00
18515	Mrs. Mary E. Herbert	272	50.00
18516	M. H. Hall	370	200.00
18517	Reimond Schmitt	375	200.00
18518	Joseph Kramp	416	200.00
18519	Walter Grafford	633	200.00
18520	Robert Newman	715	200.00
18521	Christian Blenn	387	200.00
18522	Dominic J. Wheeler	361	200.00
18523	Mrs. Emma Baugh	1806	50.00
	Total		$25,425.00

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....Architect	. . Accountant
....Building Contractor	. . Cost Accountant
....Architectural Draftsman	... Cert'd Public Acc't
....Structural Engineer	... Auditor
....Concrete Engineer	... Business Manager
....Civil Engineer	. . Fire Ins. Inspector
....Surveyor	... Fire Ins. Adjuster
... Mechanical Engineer	.. Fire Loss Expert
....Mechanical Draftsman	. . Moving Picture Op'r
....Steam Engineer	Sanitary Engineer
... Stationery Engineer	. Reclamation Eng'r
... Gas Engine Engineer	. Textile Boss
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Canton, Ill.—John Burgard.
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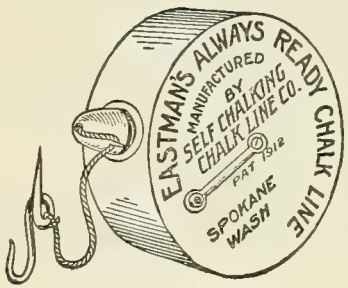

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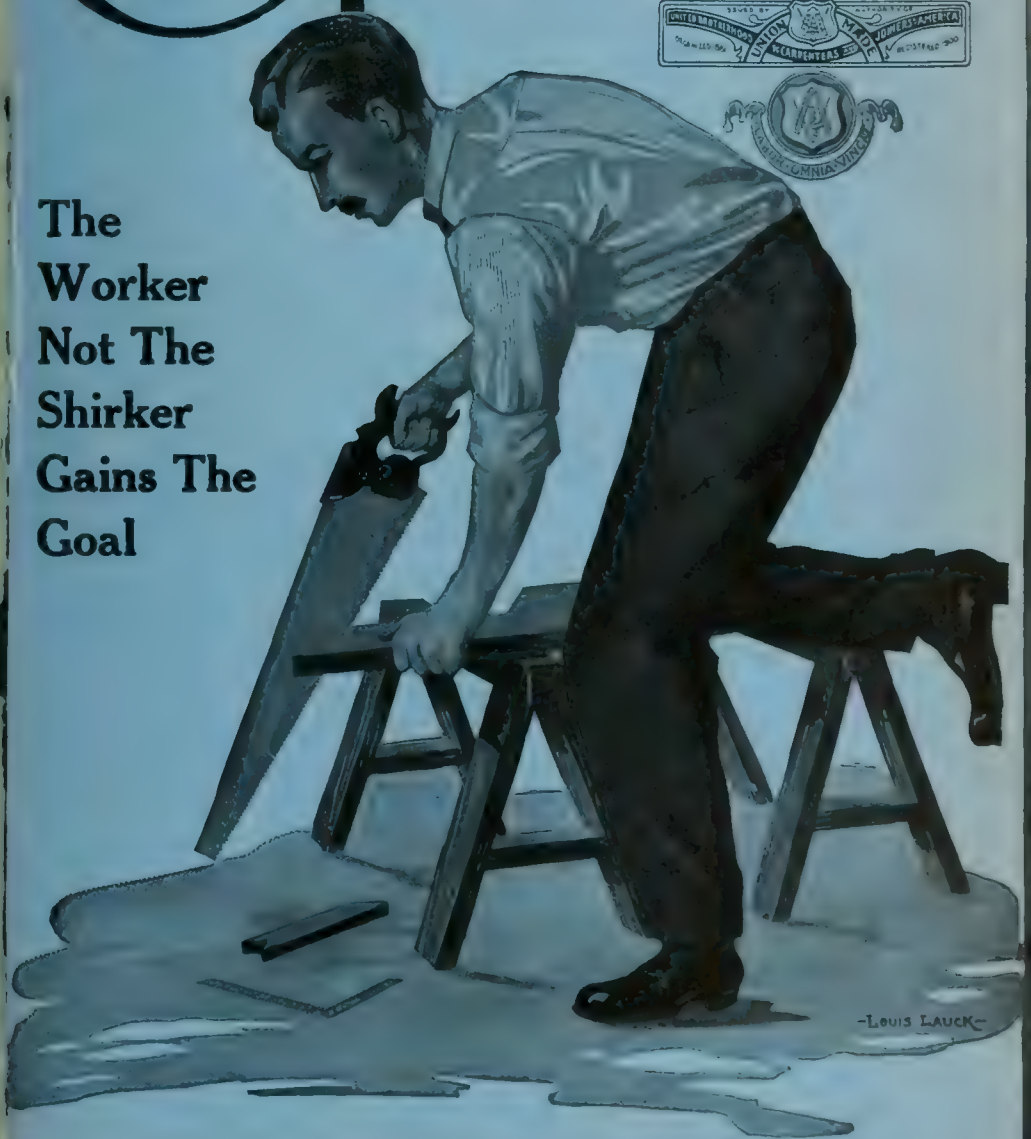

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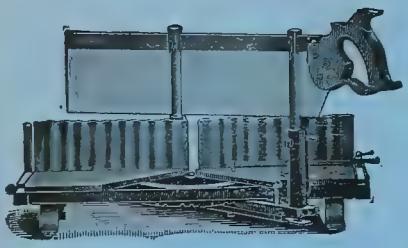

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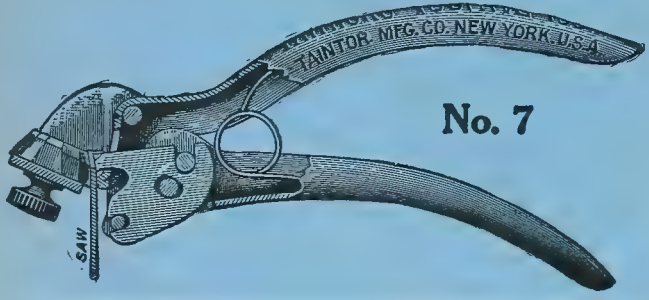

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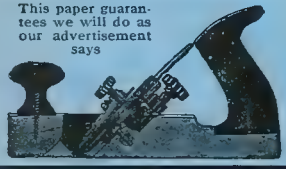

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The Carpenter

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Ten Cents a Copy

A Promise

By MARGARET SCOTT HALL

The World casts its burden on Labor—
And most of its sorrow and care,
The heavy and terrible crosses
Are all for the toiler to bear;
But in spite of trouble and worry,
That shut out the sunshine today
There's promise of brightness tomorrow—
Some gladness to lighten the way.

Unfavorable are the conditions
And tumults and conflicts abound,
But organization gives promise
That some better way may be found;
The union of labor learns wisdom
And testing its strength as it should,
Shall combine with world-wide endeavor
To overcome evil with good.

But there's promise still for improvement,
And courage must win in the fight,
Where the battle with wrong is raging
There's victory promised for right;
And friends, we believe in that promise,
That boosts a man out of despair,
And gives him the strength that protects him
From the Greed that has placed him there.

UNIVERSAL VALUE OF ORGANIZED LABOR

(By Prof. Ezra G. Gray.)

IT is exceedingly difficult to single out the most valuable feature that results from the existence, influence and power of organized labor as a factor in the upbuilding of our country; indeed, if we trace back to the early times of the Christian era, we can plainly see that labor was the leader in the advance of civilization. More difficult is it to present a reasonable or rather a liberal estimate of the individual benefit which the wage earner has received and is still receiving from the labor movement as it has been before us, especially in the last fifty years. He who holds no membership in any labor union is at best forced to make a guess. If, however, he belongs to some one or more of the societies that are in the secret, fraternal, benevolent class, especially those that have an insurance department auxiliary to their mutual aids, he may fairly express a basic opinion of the worth of such a membership, particularly if he lay aside all charitable and benevolent interests and consider such membership in the light of a bond that unites men collectively purely for selfish concerns.

It will be recalled that the apostle Paul eloquently declared that of Faith, Hope and Charity, the latter was the greatest. What stirred men's souls then was more the spiritual than the temporal impulse. Centuries rolled on and on before individual benevolence merged its voluntary concern for mutual welfare in collective obligations of a binding nature having a post mortem consideration for men and their families.

The civilization of the early ages was narrow in depth and scope. Business was principally domestic. Education scarcely rose to collegiate recognition. The classic mind, the eloquent tongue and the rich oratory of the age had hardly more than the favor of natural gift, in fact few of the aids of eminent instruction, culture and achievement. Still, it has come down to us that intellectual geniuses scintillated, but there was no remarkable development of wonderful mechanical mentality, great invention or striking perfection of the brain or the brawn. Architecture did not rise to dizzy heights or spread over broad areas, rather kept itself low and within limits in scattered sections, its magnificence appearing only in narrow outline. The road to Jericho, and all other roads, were always rough to hoof and wheel, the ass, the ox, the dromedary and the camel transporting people over roads, through valleys, from hamlet to hamlet, village to village, town to town, city to city and country to country. No great boats plied the rivers, no mighty ships sailed the oceans. News, information and knowledge found nothing more than chance communication, and commercial, manufacturing and industrial pursuit knew no co-operative basis, hardly the spirit of rivalry or competition. The money of the age was largely of material things gathered from the mints and mines of nature, which also furnished plain and homely roof and raiment and nourishment to the commonality, who seldom knew the ease and comfort of wealth.

Altogether it was a rude age of rude life, living and mental and physical existence. In the roll of the centuries, however, slowly but surely rose a dawn that dissipated the olden life and all of its rudeness, lethargy and uncertainties. Each century entered upon a swifter pace. Genius expanded. Invention developed and intelligence sought wider, longer, more glorious fields for the mind to reach out for more magnificent employment. Like a dreamer that has slumbered in the bowers of ambition, the dawn woke to the realization that it was the great factor needed to make this wonderful world grander, mightier and more majestic. That dawn was labor.

While it realized its own importance, it gave deeper thought to the power of concentration, and to the fact that its mechanical strength must have a manual force to co-operate with it to increase its industrial efficiency and power, and it found it in the muscular industry of its fellow-workmen, the two finally uniting under the sign and slogan of organized labor.

Rapid as the pen is in recording the march and making of this world's industrial advance, it is forced to admit it has not yet succeeded in keeping pace with the giant strides which labor's entities have taken, leaving the marks of their mighty power everywhere and upon everything while declaring there should be a brighter, broader, better life of comfort, ease and liberty and liberation from the yoke of social, financial and industrial restraint, oppression and subjugation of the wage people wherever they toiled, it sounding the fiat for all—"Let the dead past bury the dead."

Is there not in this powerful—this organized—force of labor, a benefit of inestimable value? Where would the wage masses be were this power—this unity—shattered and utterly destroyed? Where would the modern grandeur of architecture, commerce, manufacture and construction be were the world of today back in the rude age of the dim and distant past? Let it not be forgotten that the working people of that age had only a dull, obedient existence, and lived a life subservient to kings, rulers and princes who luxuriated in the fatness and fashion of the times while the people and toilers in particular brought them under compulsion revenues to fill their exchequers.

True, there are parts of this world where this same state still exists; but they are not as a rule to be found where the civilizing influence of unified labor has developed and spread its usefulness and power. To that influence and power the beautiful architecture now regnant owes much of its perfection. By it invention has been assisted in shortening and compassing time and distance and in lightening the burdens of physical and mental endurance. To it is due the structural magnificence of our cities. Upon its material foundations capital has built its colossal greatness. And still its strength and power is rising higher and greater; and not yet can the mind or the tongue or the pen express the least fear of its downfall. If this, then, is but a part of the universal value of organized labor, may we not inquire how much greater is its individual benefit to all who must earn their living by the sweat of their brows? Let the promise go out that that individual benefit shall be the theme of a near-appearing article from our pen.

THE OTHER SIDE

(By Gabriel Edmonston.)

ONE of the most grievous errors that a body of intelligent men can commit is to assume a function which does not belong to them, or which is contrary to their organic law. "Partisan politics" and "sectarian religion" have been rigidly excluded by the Brotherhood from its beginning, and no violation of this principle can bind any individual member without his consent. The delegates representing Local No. 132 offered a resolution of their own initiative and without instructions, which involves a change in the form of government for the city of Washington and the District of Columbia. This was adopted by the Seventeenth Biennial Convention of the United Brotherhood of Carpenters and Joiners of America as Resolution No. 37. The question is a local political one which now divides our citizens into two factions—one upholding the form of gov-

ernment as provided for by the constitution, and the other advocating a change that is contrary thereto.

I do not question the honesty and sincerity of the delegates from this city, but I am thoroughly convinced that it is not for the best interest of Local 132, as a trade union, to dabble in politics and to drag in our national organization to cover the blunder. As citizens of the District of Columbia we enjoy "life, liberty and the pursuit of happiness" in a degree far superior to the peace-loving Mexicans, in whose country the right of suffrage is a farce and an excuse for anarchy. The framers of our constitution, with a foresight that was almost inspiration, by Article I, Section 8, gave Congress the right "To exercise exclusive legislation in all cases whatsoever over such district (not exceeding ten miles square) as may by cession of particular states and the acceptance of Congress become the seat of government of the United States." Without repeal of this section by the states it must stand, and even Congress has no right to set aside the provision or to ignore its own duty. It was the evident intention of the constitutional convention to make the seat of our government non-partisan and free from the excitement of political clamor; and the clause of the constitution which has just been quoted was doubtless inspired by the mutiny of a part of the Pennsylvania line at the close of the Revolution in 1783, who surrounded the building in Philadelphia where the state legislature and the Congress were both in session and threatened violence if their "demands were not complied with in twenty minutes." Dreading the fury of an enraged soldiery, Congress, after a three-hours' confinement, retired and appointed their next place of meeting at Princeton. It requires no argument to show why the legislative, the executive, and the judicial head of our nation should be safeguarded from possible insult of contending political factions or an irresponsible mob similar to "the Coxey army" that invaded Washington a few years ago.

The seat of our government was established in the District of Columbia by Act of Congress approved July 16, 1790. It was agreed that it should remain in Philadelphia for ten years, to allow the commissioners to erect suitable buildings in the new district. So little was the faith in the stability of the new government that Congress failed to provide necessary funds for the new public buildings, and the commissioners who had the work in charge were forced to borrow, on their personal credit, large sums from the States of Maryland and Virginia to complete the task. Washington was occupied by the government, President Adams opening its first session of Congress, November 22, 1800. The Union was then merely an experiment and remained so for many years.

The government was poor, continental currency was worthless, and Congress was compelled to let the city take care of itself. Streets were ill kept, or not kept at all. Alleys were garbage dumps and became the foraging grounds for countless numbers of hogs, goats, geese and chickens. The now beautiful parks south of Pennsylvania avenue and the white house were "the commons," where herds of cows grazed in season. The roadways were unpaved and became a sea of mud in wet weather; a few bricks or flat stones, dropped at regular intervals, provided crossings over some of our now finest residential streets and avenues. For seventy-eight years the city's few inhabitants bore the burden of making a national city, and their dismal failure reflected discredit upon the nation, Washington being derisively known in European countries as "the city of magnificent distances." The whole general appearance of the city was that of an impecunious community without civic pride or a national spirit. In 1870 Alexander R. Shepherd, a plumber by trade, succeeded in interesting General Grant, then President, in a plan to beautify the city and make it representative of the unlimited resources and power of the then permanently established Union. Congress thereupon took control; re-

pealed the charters of Washington, Georgetown and the Levy Court of the county and established in their stead a territorial form of government for the entire District of Columbia. The new municipality consisted of a governor, a board of public works, composed of the governor and four other persons, a legislative assembly, with a council of eleven members, a house of delegates, with twenty-two members, and a delegate in the United States House of Representatives. The president appointed the governor, the board of public works and the council, all subject to confirmation by the Senate. The members of the house of delegates and the delegate in the House of Representatives were elected by the qualified voters of the District of Columbia.

The house of delegates became notorious for its corruption and extravagance. On one occasion it passed an omnibus bill appropriating large sums of money as mere bonuses to favored contractors; but, fortunately for the public, the bill was rejected by the council, or upper house of the legislature. When this house of delegates, elected by popular vote, was finally dissolved there was an unseemly scramble among the members for souvenirs from the furniture and equipment of the hall. One member, who had concealed a feather duster in his trouser's leg, was caught with the goods on his person, and the episode so impressed itself upon the popular mind that by common consent that body was christened "The Feather Duster Legislature," and it has ever since been known by that name. After a troublous career of three years and four months, in which it had piled up a debt of more than twenty million dollars, the territorial government was abolished by Act of Congress approved June 20, 1874, and a temporary government by commissioners ordained in its place. This experiment lasted until June 11, 1878, when Congress established the present form of government, by three commissioners, and provided that the expense of administering the same should be payable one-half by the United States and one-half by the District of Columbia. It has been said that this is a question of "Man against the dollar." If this be true, it is not the last word on the subject. Man by himself considered (a mere accident of birth) may be of the highest standard, or he may be of the lowest. He may be a George Washington or a Thomas Jefferson, or he may be the vilest tramp that ever, with criminal intent, laid in wait for the industrious husband and father to leave his home unprotected to pursue his daily toil. On the other hand, the dollar stands for the self-denial of its industrious creator and is his contribution towards defense against the horrors of famine. It represents a certain amount of human energy saved from loss by idleness, and must always have an equal consideration as a factor of civilization.

I was born in this city, the capital of the United States, seventy-three years ago, when a workingman's children had but little show for an education above the three r's (reading, 'riting and 'rithmetic). He was paid for his labor in store orders or a few shin plasters, worth seventy-five cents or less on the dollar. I have seen it under the sole control of Congress rise out of a sea of mud and become one of the fairest cities of the world, if we may accept the verdict of those who travel extensively. The wages of the workingman are above the average and the money in which he is paid is worth 100 cents on the dollar. Public schools here are inferior to none, and our children have an equal show in life's struggle. Our police and fire departments are the best and are free from scandal.

I have traveled this continent from Yucatan to the wilds of Canada and from the Atlantic ocean to the Pacific, and can unhesitatingly say that we have the model city of America. In conclusion allow me to say that it is easy to drop into the role of demagogism and win applause by an appeal to human passion, instead of common sense. There never was introduced into our system of gov-

ernment a more glaring humbug, to shut the eyes of the thoughtless, than unqualified suffrage. It is the fruitful mother of graft. It has made our statesmen a lot of demagogues, and placed the citizens in the menial position of running to legislative halls asking that we be made to do our duty as men by enactments. Finally, instead of endorsing what must be a backward step, let us unite with the efforts of our Board of Trade and Chamber of Commerce to make the dream of the late Alexander R. Shepherd (the finest national capital in the world) a reality. Gentlemen and brothers, I respectfully submit, this is purely a local political question that should have been ruled out of order as unconstitutional.

THE HOME OF THE WORKER

(By Basil Bazin.)

Home is the sacred refuge of our lives.—Dryden.

EAR to the heart of every man is the thought of home. Memories of times that have passed are conjured up before the mind, bringing a sad, lonely longing for the olden days that once were, but which will never come again. Often in these dreams there comes the picture of our mother, for she is inseparably linked with them. In her kind, sweet face we read the story of a heart whose pains and sympathy for us we can never fully realize or repay—of an undying love which follows us from even before our birth to even beyond the grave. How many little incidents, reminders of that love, can we recall! There is our father, too—in the writings and reflections of men his silent sacrifices are too often forgotten. Can we forget them, though? We can see him now—working, worrying, quietly and cheerfully treading his all too rocky way, in order that we might gain the benefits of life and freedom.

We see our brothers and our sisters, we think of the golden time of our boyhood, of the chores we had to do, of the lessons we had to learn, of our first sweetheart in the dress of calico, of the happy days of summer sunshine in which we lived and laughed and played. To many men in detail the home means many things. It may recall a palace, a mansion, a grocery, a bakery, an apothecary's shop, or a cottage of the poor hidden somewhere—nowhere. But in one thing it is the same—the place of our youthful innocence, where love was first known, the pure, unalloyed love of early childhood, lightened even in the darkest pictures by a respondent ray from those who are our own. For the man who can recall no such spot, what can we say? Only this: "He has had no home."

It is right that this is so. The emotion which comes to us at the thought of home is the God-given instinct to remain true to the state of our long ago childhood. It is the instinct which proclaims the sacredness of the home. For the home is the foundation of human society and of governments. Before states were we had the institution of the family. Before men joined together for mutual assistance, advancement, and protection in political communities, they had joined in family communities. History traces back the home to the very beginning of the human race, with the creation of woman, and ever since, the name of woman has been linked in all true moral conceptions with that of home.

Upon the maintenance of the happy, healthy condition of the home the welfare of the nation rests. Allow this sacred institution to be destroyed and we destroy all hopes for a prosperous government. And conversely, the stronger we build the walls of the home the greater guarantee have we of the health of a people, physical and moral. This mat-

ter needs no discussion. It is a self-evident fact. The records of the nations prove it. Greece and Rome and today our modern France stand as mute testimonies of its truth.

Would you know where perhaps love is greatest and where the hearthstone means more than in any other place? Come with me through the streets of the city, past the busy hum of traffic, past the mansions of the rich, past the homes of luxury, past factories, mills, and foundries, and go with me to a cottage—the toiler's home. Some men may be surprised, some may scorn to think that we will find higher emotions there. The people mayhap are uncouth, their work is hard, their hands are rough and horny; but let me say—who knows, perhaps it may be because they know naught of artificialities—their hearts do know the power of love and sympathy and ready understanding of another's sorrow. As we sometimes hear the expression: "Only a workingman," so we also hear: "Only a workman's hut," and no more is thought of it.

But more should be thought of it! And why? Because much depends on the thought of it. The nation, it must be remembered, looks to this place for future prosperity—for there are more of these homes than any other, and it is from them that many of our best citizens come. Work for that home, if there be no other reason, is patriotic work. Within that cottage there is much worthy of the attention of any man. There is the father, just returned from his day's work, tired perhaps. There is nothing wrong in that. Work of itself never degraded any man, but the abuse of work by those who employed him, or the abuse of his own powers by himself, has degraded many. With him we must begin the safeguarding of this home. Upon him devolves the duty of caring for it. We should not prevent his doing this—rather should we assist him in his task. Give him that whereby he may live, and feed and clothe and educate his family. Give him that whereby he may improve and learn and be able to praise God. Give him a chance to acquire as his own this cottage in which he lives. In other words, be just to him and to his children.

There is the mother, cooking the evening meal. I would pause to sing her praise, but it is unnecessary—she needs no praise such as I could give. She has never endeavored to shirk her duties of motherhood as have so many women of the rich. Every little childish face that has come to that hearth has been royally welcomed. Keep her within that threshold. See that conditions are such that she can remain there with her children and attend to their wants. See that she can be there to cheer her husband.

There is the bright-eyed, curly-haired youngster that comes lisping to our knee. He will some day be a man. Guard him so that he is allowed the fulness of the sunshine of his childhood. Keep him from the shrimp oyster works, the cotton mill, the factory, in his youthful days. Give him an opportunity to improve and develop his latent talents. Perhaps through hard work he may choose to reach his goal. History shows that those who come through the crucible whole and sound are those who are thoroughly tested. But he will be a better man, a better citizen, for having had a carefully guarded childhood and for having been allowed to go to school.

There is his sister. Let her stay within the portals of the home. Do not force her out to buffet with the storms of the world—and to compete with her father's labor. If she must go for a time—for we can never find cures for all ills, much less all at once—let her surroundings be such as will in no way be detrimental to her health or morals. All honor to the girl who works, who realizing her responsibilities goes forth bravely to earn her livelihood and support her family. Let us strive, though, to see that she stays near her mother, learns from her mother, and thus knows how to carry out her own duties of motherhood in later days.

This home in our day needs protection. A duty rests upon us all in this respect.

For there are forces pleading the workman's cause that would draw him from this home, and there are unscrupulous members of the capitalist class who would destroy it. The workingman must hold fast to it. For let us remember the Home of Another Toiler who lived and worked centuries ago—the home of the Carpenter of Nazareth—and strive to safeguard the present homes of our laboring people so that they may model their own family circle after His—on truth, on honesty, on purity. It can be done if we but set our hearts to do it.

CRITICISING ORGANIZED LABOR

(By H. B. Moyer.)

POPE in his Essay on Man tells us that "All nature is but art." Inasmuch as the quality of a given tone in art is determined by comparison with adjoining tones it would be well, then, for the versatile critics of the labor movement to compare its tonality with that of the capitalistic institution before giving vent to a decided opinion. Certain grays may appear almost black when placed beside snow white; when compared with black itself, however, the gray appears very much lighter. There are defects in all human institutions and organized labor is no exception to the rule. But it is only fair to remark that it is never as dark as some of its adversaries paint it, even if perhaps not so white as its staunch followers would have it. At the same time it is hard to believe that there are really any persons cognizant of the true state of affairs who can conscientiously deny that the organized labor movement does more good and less harm than any other body of human beings in the wide world. Personally, I do not believe there are such persons.

Broadly speaking, labor's critics can be divided into three classes, to-wit: Those who don't know, those who don't know and don't want to know, and those who know but won't admit that they know. All three classes are mischief makers, and of the trio there is reason to hope for but the first mentioned.

Ignorance of the law of the land is no excuse when one is detected in a misdemeanor, and surely there is nothing extenuating in the plea of ignorance for the offender against the laws of fair play and decency. This party has a particular grudge against the "walking delegate" with whom he has perchance become acquainted through the columns of a biased, capitalistic daily press. To his untutored mind the "walking delegate" is a fiend incarnate whose chief delight is to plunge throngs of helpless workingmen into the throes of a prolonged, bitter strike and whose minor form of amusement consists chiefly in bulldozing peaceably inclined, unfortunate employers. His chief indictment against union men in general is that they strike. In ninety-nine cases out of a hundred where there is trouble of some kind and a crowd is attracted, the first question everybody tries to determine is, "What is the cause of the trouble?" The hundredth case is when a strike occurs, and no doubt it is the biased daily press which is chiefly responsible for this lack of inquisitiveness on the part of a portion of the public. When a sleight-of-hand performer wishes to conceal an article in one hand he attracts attention to the other by some means or another. Similarly the capitalistic magician, with the aid of his assistant, the press, seeks to concentrate public interest in the effects—not the cause—of a strike, and the pity of it is that in many cases he succeeds.

One of the favorite theories of the critic who does not know and does not want to know is that the working classes could profitably trust to the generosity of the employers. This party need but

pay a brief visit to the Carnegie mills in either Homestead or Braddock, or to the Bessemer steel mills in East Pittsburgh, to find his theory squashed as flat as some non-union pay envelopes. There he will find men working twelve hours a day, Sundays included, for as low as $1.35 a day. The sweatshops of Philadelphia and New York also afford exceedingly fine stamping grounds for real knowledge on the score of employers' generosity.

The party of the third part, the critic who knows but won't admit he knows, is, of course, our old friend, Mr. Unfair Employer. Like the greedy beast with his snout in the trough, he objects to being interrupted in his prolonged repast. His favorite theme is along the lines of the law of supply and demand. A few weeks ago I had the pleasure of hearing at one of the chautauquas in Michigan Mr. John Mitchell, and one of his statements was that at that moment there were approximately 2,500,000 men out of employment in the United States alone. Figuring matters out on that basis and from what we who have earned our bread by the sweat of our brow know of the average employer we should, were there no labor unions, probably be paying for the rare privilege of creating additional wealth for the wealthy.

There is much for labor to contend with aside entirely from the mischievous critics, and some of the obstacles to be overcome are stupendous. This will not be a perfect world while any man, woman or child goes hungry, while old age faces want or privation, while whole families rot in slums, while machinery maims and kills, and the right to compensation is dubious and uncertain. It is not enough to say that these days are better than those of old until we have evolved the ideal social condition, and that is far in the future. Labor knows that only through organization can it be powerful, and whatever may have been the faults or mistakes of any of its leaders or followers, a greater independence, a higher average of wages and better working conditions for millions of their fellows have been secured.

The day is done when the employer can say to the employes:

"I am monarch of all I survey;
My right there is none to dispute."

SAWDUST AND CINDERS

(By Margaret Scott Hall.)

Three hundred and sixty-five spick, span, new,
Beautiful presents for me and for you!

CHRISTMAS came and went and the New Year is going on in the usual routine of last year.

Three hundred and sixty-five days are given us in the twelve months to use with energy, wisdom and kindness, and only ourselves are accountable for what becomes of them, and how they result.

Whatever our accustomed task may be, sometimes we get tired of it. It becomes dreary and monotonous, and we feel discouraged.

If we just keep on the best we know, the shadows will pass and the sunshine of content will warm our hearts again. The faculty of shaping our desires to fit our means will help us over many a disagreeable place on life's journey.

The learned Spurgeon once said: "If a poor man has to seek meat for his stomach he is more likely to get what he is after than the rich man who seeks a stomach for his meat." The wealth of great possessions may fail to confer happiness, and the utter lack of property may not make us miserable. The philosophy of cheerfulness will bless any station of life, in any class or condition. Happiness makes health, and vice versa. Cultivate one and you will gain the other. Once an unhappy king was physicing for a disordered liver, when his wise doctor

prescribed a strange remedy for the royal patient. He said the king would be well again if he should sleep one night in the shirt of a happy man.

The sick king—nursing and indulging all the aches and pains materia medica would suggest—sent forth couriers over his realm in search of a happy man that he might secure the promised panacea for all his ills. Far and wide, up and down, rode the couriers in their fruitless search for a man without a grouch of some sort.

At last they thought they'd found their man. A merry beggar was singing by the village road side. They questioned him and found that his heart was light, and said: "I'd ask the loan of your shirt tonight." He rolled on the grass and laughed and laughed.

He said, "with pleasure, alack! alack!
I would, but I haven't a shirt to my back!"

And that is the way of the world today, trouble, care, pain and sorrow everywhere; real, imaginary, natural and cultivated, until cheerfulness is a fine art to be diligently sought after and encouraged.

The dearth of kindness is giving way to the spirit of brotherhood that is abroad and busy. The Golden Rule is making this world a better place.

Men are growing kindlier and more compassionate, and more and more realizing the brotherhood of man and living up to the obligations of a common humanity.

Abraham Lincoln's favorite poem was, "Oh! Why Should the Spirit of Mortal Be Proud?" It is said that he learned it and applied the spirit of its sentiment to his relations with his fellowmen.

'Tis the wink of an eye, 'tis the draught of a breath
From the blossom of health to the paleness of death
From the gilded saloon to the bier and the shroud –
Then, why should the spirit of mortal be proud?"

Organized labor has long taught and practiced the brotherhood of man, and love and benevolence everywhere are recognizing its noble work for humanity.

When all the militant forces for good join hands in united effort to "draw men upward into the sunshine of God's eternal purpose for them," the mission of unionism will have become universal. After all, life is a strange and tiresome puzzle to most of us. Its doubts, fears and mysterious dispensations are past our abilities and understanding.

Sawdust and cinders—they represent
What is left of a man's best days—
And they mark the path the toiler treads
Through life's curious, unlovely ways.

THE TREATMENT OF TUBERCULOSIS

(Extract from Article by Dr. G. R. Hubbell in Labor Clarion.)

When we sum up the present status of the treatment of tuberculosis in many respects we are not far in advance of some of the old Greek physicians, who advocated diet and climate as offering the best means for cure. We differ in this, however, in that the effect of climates and climatic conditions is better understood at the present time, and the nutritive values of food products and the details of their uses are accurately known and explicitly prescribed.

The tubercular subject is battling for supremacy over a disease which is making terrific inroads upon the vital forces and consuming all the reserve stock of stored-up nutrition. It is obvious, then, that the diet must be of such a nature as to supply the greatest number of nutritive units for immediate use and afford an over-stock to restore the waste that has already occurred.

The demand for fats is everywhere apparent. Formerly it was supposed that cod-liver oil and its various emulsions met every requirement and for a time it was regarded as a cure; but like all such substances we soon learned that with many cases it disturbed the digestion to such an extent as to materially embarrass all the assimilative functions. Cod-liver oil can only be regarded as a food,

a method of supplying fat in concentration, which, if readily born, meets the requirement satisfactorily.

Kleb says: "Milk, fresh and pure, or variously modified, is of greatest value." At times an excess of acid in the stomach will cause it to form in large curds, but the addition of a little lime water or equal parts of vichy will obviate this difficulty, or buttermilk or koumiss may be substituted. The patient should take from one to three quarts of milk daily, in addition to the regular meals.

Eggs have a high nutritive value and can be used in a variety of ways, i. e., poached, soft-boiled, fried, scrambled or hard-boiled, and, finally, the whole egg may be taken raw. The patient should consume from six to eight daily along with other food. When the stomach is delicate it may be administered in the form of egg albumen; take the white of the egg and add crushed ice, orange juice and sugar. If for any reason orange juice cannot be tolerated, arrowroot, oatmeal or barley water may be substituted.

Meat comes third on the list. Raw meat is most easily digested and preferably used in the form of a raw beef sandwich, although there is an aversion to raw meat and some chance of parasitic infection, as cooking destroys all parasites, but the danger is so slight as to be negligible. Scraped beef may also be employed; the steak is scraped with a sharp knife, the blade being held perpendicularly to the plane of the scraping, the fibrous portion of the meat is left by this method and the scraping can be cooked quickly with melted butter in a very hot pan. For very weak individuals the juice squeezed from the steak is useful. The patient whose digestive functions are vigorous may eat the flesh from any edible animal, or by way of variation in diet, he may have poultry, game, fish, shell fish or oysters.

There are a large number of prepared foods on the market; of these the milk preparations are the best. The majority of them are makeshift, and while they may aid nutrition to a certain extent, they should never be wholly depended upon. The various beef and cod-liver oil preparations depend largely for their nutritive value upon the wine which they contain and are wholly inadequate in the dose usually administered.

For many years alcohol in the form of whisky was prescribed in large quanities. The patient was often advised "to go to the country and rough it and drink all the whisky he could," the consequence usually being a hopeless inebriate and a rapid deterioration of the physical forces. Over 60 per cent. of the cases addicted to alcoholism die and a large proportion of alcoholics finally contract tuberculosis. On the other hand, some of the wine-drinking nations are a very hardy stock, but such people seldom imbibe to excess and confine their indulgences to light wines, principally at meal time. Under such conditions the appetite is stimulated, digestion improves, and by the immediate oxidization of the small amount of alcohol taken the tissues of the body are saved.

The starchy foods and most vegetables with lentils, such as peas and beans, are fat producers and should be generously taken.

The following diet list can be used by beginning or moderately advanced cases:

Breakfast, 8 A. M.—Cereals, fruit, one raw egg, salt fish or bacon, three glasses of milk, coffee, toast.

10 A. M.—Two raw eggs, two glasses of milk, crackers or pretzels, zwieback.

Lunch, 12:30 P. M.—Soup (preferably creamed soups), broiled steak, chops, roast lamb, fish, game or fowls; potatoes (baked or mashed or boiled), string or lima beans, steamed rice, macaroni, salad, bread, spinach, puree of peas, stewed tomatoes, tapioca, baked apples, cup custard, crackers, cheese, nuts and coffee.

4 P. M.—Two raw eggs, two glasses milk, crackers or pretzels.

6:30 P. M.—Two raw eggs, three glasses milk, tea, toast, fruit, bread and butter.

8:30 P. M.—Two glasses of milk and one raw egg.

At first glance this menu would seem excessive, but the great majority of consumptives will comfortably assimilate six meals day after day, especially with such a latitude of selection as here given.

* * * * * * *

If generation after generation continues to live, breathing polluted and poisoned atmosphere, it must follow that the vital part of the lungs, which was originally designed to receive the purest air, will undergo some degenerative change adapting it to an atmosphere deprived of its most vital qualities. Fresh air is one of nature's most beneficial gifts and there is no excuse for man not enjoying an abundance of it. The interior of buildings is the breeding place for disease, and tuberculosis thrives in shut-in places where people are overcrowded. We know that fresh air is one of its greatest enemies, for the bacillus of tuberculosis dies within a few hours if exposed to air and sunlight. Why, then, should we not all strive to obtain this boon to health by securing adequate and proper ventilation at least in our homes? In closed rooms there are several factors which vitiate the atmosphere. Sufficient heat is thrown off from the human body to raise the temperature of an average sized room one degree in one hour, while several individuals will cause a proportional increase. Lamps and gas burners likewise raise the temperature, while both the lamp and the human body render the air poisonous by the formation of gases and the destruction of oxygen.

An individual requires 3,000 cubic feet of air per hour, and a room 20x15x10 feet will only contain sufficient oxygen to last one hour. Obviously, then, in order to be perfectly healthy, we must have some means of replacing the air that has already been used. The cracks around windows and doors and the chimney flue, where one exists, are not sufficient, and proper ventilation can only be secured by opening windows, doors and transoms. A window should always be open top and bottom, and in addition, wherever possible, a door, transom or window opened upon the opposite side of the room to secure cross ventilation. If shades must be drawn in the evening, the shade can be attached to the roller by a piece of heavy netting six or eight inches wide leaving a space between the shade and roller through which air can enter.

Houses should be thoroughly aired several times a day by opening all the windows and doors for a few minutes. It is surprising how quickly a room will regain its original temperature after such a procedure. Sleeping apartment windows should be kept wide open at night, regardless of the season, and the occupants kept warm and comfortable by suitable bedding. It is absolutely essential that the tubercular subject live in the open air both night and day. In cities this often becomes a difficult task, but by utilizing roof spaces, windows, balconies or yards the problem can usually be solved.

The window tent, quite a variety of which are on the market, is a very effective means of supplying fresh air at night. It consists of a frame work of metal or wood covered with canvas, which is fitted into the window and projects over the bed, so that the occupant lies with his head and shoulders within this enclosure. A simple, home-made window tent can be constructed with two sheets each 9x4 feet. Tack the ends of each sheet to the top window casing and the sides to the side casings, overlapping them in the center about 20 inches; carry the free ends out over the bed and attach them to the floor. There is sufficient loose material to cover the bed and allow perfect freedom of the patient, while the open window is completely shut off from the interior of the room. The window tent, whether improvised or specially made, should always be provided with an awning to protect the occupant from rain and the gaze of inquisitive neighbors, and the whole should be so arranged that it can be folded out of the way when not in use and laundered when necessary.

Another excellent method is to so arrange a cot-bed or a bed specially designed for the purpose that it can be shoved out of the window, the sleeper's head and shoulders thus being in the open air. A sheet is fastened to the lower window sash, the free end of which is tucked under the bed clothes or fastened at the foot of the bed, while the head of the cot is surrounded with a framework covered with canvas, one side being open. In warm weather the canvas frame can be left open at the top instead of the side.

There are an infinite variety of inexpensive sleeping porches which can be constructed upon roofs, verandas or attached to the side of the house. These may be made of wooden frames covered with canvas, roofing paper or sheet iron, and provided with side curtains which can be raised and lowered according to the direction of the wind and conditions of the weather. If necessary a bed can be placed upon a porch or in the yard, and either shielded with curtains or protected with a canvas covered frame. Rubber sheeting, building paper or several thicknesses of newspaper placed between the mattresses will prevent the cold and dampness from coming up from underneath. Camp cots can likewise be covered and made warm and comfortable. There are an endless number of methods that may be employed to keep a tubercular subject in the open air and with a little ingenuity and very little expense, comfortable outdoor quarters can be established in most any home.

When one is sleeping in the open air they should be warmly dressed and well covered. It may be necessary in addition to the usual night clothes for them to wear a dressing gown or sweater. A knitted hood, provided with a cape to protect the shoulders and so arranged that it can be gathered over the face leaving only the nose projecting, should be worn. The hands can be protected by knitted or warmly lined mittens, while the feet should be kept warm with woolen stockings and knitted and lined bed slippers.

Those who prefer heavy bed coverings can use blankets, while for those who cannot stand heavy clothing eiderdown comforters or paper blankets may be substituted. The latter are very serviceable and light and can be purchased or made by placing several layers of crepe paper or newspaper between light blankets or flannel and quilting them together. Sleeping bags are very serviceable and keep the cold air from getting between the bed clothes. They may be placed upon a mattress, upon the ground, or used upon a cot or bed protected by screens. When possible during the day the tubercular patient should rest upon a reclining chair in the open air. In cold weather the same protection from cold should be used as when sleeping. Mittens and caps must be worn, the feet protected by sheepskin moccasins made with the wool on the inside, or by foot muffs in the shape of a bag made of five or six alternate layers of cotton batting and paper quilted together, lined with flannel, and covered with canvas.

The tubercular subject requires an abundance of fresh air day and night. Climate is not so important. There are some individuals who do well in one climate, and some in another. Usually a dry atmosphere, where wet and cold days are infrequent, is best suited to the consumptive, because he can spend more or less time in the open air. But climate alone is not sufficient. The pure air of San Francisco will answer every purpose if properly used, and the high altitudes with their dry atmosphere and clear weather will prove rapidly fatal if improperly used. It is a great mistake to send cases of consumption to other climates with the idea that climate alone is sufficient to effect a cure. Under such circumstances they usually wander aimlessly from place to place and finally die. On the other hand, if in any temperate climate the climatic condition is supplemented with rest and proper feeding and care the consumptive always has not only a good chance of an arrest of his disease, but in many instances the possibility of an absolute cure.

ADDRESS OF WELCOME TO AMERICAN FEDERATION OF LABOR CONVENTION, NOVEMBER 11, 1912

(By John Williams, Commissioner of Labor of the State of New York, and a Member of Our Brotherhood.)

It is a genuine pleasure to me to be privileged to come here to extend to the convention of the American Federation of Labor the greetings of the State of New York. I appear not only as a representative of that branch of government which is charged with certain duties in regard to conditions of labor within the State, but also as the special envoy of his excellency, Governor John A. Dix, who on behalf of all the people welcomes the convention to the State.

Our Governor has evidenced, as many of you know, his concern in the welfare of the toiling masses of this commonwealth by approving important legislation enacted in their interests; therefore, when he expresses a wish for the continued progress of the great American labor movement and for the fullest measure of wisdom in the conduct of the business of this convention, such words may be taken at their full face value. And may I say, in parenthesis, as it were, that the legislation approved by the Governor of our State was written in our statute books upon the urgent request, the insistent demand of the representatives of labor within the State. And I feel it is but proper for me to say at this time that the toiling masses of the State of New York owe to the State Federation of Labor a debt of gratitude which they never can repay. I say this because I know there are representatives of other states present in this gathering, and I would like to inspire them so that when they return to their respective states they may catch some of the fire, some of the spirit of the State Federation of Labor of New York and go forth and accomplish for their constituents what has been accomplished in this State.

It would be presumptious for me to occupy much of your time. You have been called from far and near to consider and to transact business which is of vital concern to your constituents and those who follow in their train.

The American Federation of Labor is a mighty force in the industrial affairs of our country, and yet it may be truly said that its work is but begun. Its record of achievements is a score to be proud of. It has written and is writing pages of contemporary history the full significance of which we cannot appreciate, because we are too close to the scenes of activity. But we sense the trend. We know the direction of the movement. It is toward higher and better things. Men, we have every right to be proud of our connection with a movement that is so freighted with matters of intense human interest. Mistakes have been made. Yes. Men have gone wrong. Yes. But let those who condemn a movement because of occasional errors or departures from the straight course, reflect that there never has been a movement of any breadth or scope anywhere in the world that did not suffer in the same manner.

In military campaigns general officers fall into error both in their plans and in their execution of plans. Deserters and traitors have to be dealt with. But such errors and the presence of unworthy men in the ranks have never been accepted as grounds for indiscriminate and unreasoning condemnation of such military movements; neither should the great movement of the men and women who live by the sweat of their brow be condemned because here and there is found an unworthy or ill-balanced mind in action.

Much is heard in these days about the conservation of natural resources. Conventions to agitate the subject are frequently held. This convention also represents a conservation movement. The conservation of natural resources is important, but it pales to insignificance beside the purpose of such a gathering as this. You are engaged in conserving human life, human resources, human interests. A nobler purpose never brought men and women together.

I said that each and every one of us ought to be proud of this movement. We ought to be proud of it. And when I say "we" I want you to know that I am part and parcel of the great American labor movement. This may be news to some of you, but I still carry a card of membership in the United Brotherhood of Carpenters and Joiners, and there is no fact of which I am prouder than the fact that I am in a position to say when my affiliations are questioned than I am a member of one of the largest organizations of skilled mechanics in the world.

The people of the State of New York are proud to receive this convention. May your presence be a source of enlightenment and inspiration and may you at the close of the convention return to your respective homes, stronger in purpose, higher in resolve, to serve the cause of humanity.

School of Unionism

The school of unionism teaches the worker not only the power of combination, the value of his labor, the best methods of marketing his labor, and the necessity of making a collective bargain therefor, but it also teaches him his duty to his fellow men—his duty to his family, his children and to himself.

It teaches him the necessity of safeguarding general health, by establishing sanitary conditions in homes and factories, by prohibiting the adulteration of foods, and by the establishment of reasonable working hours and reasonable working conditions, so that he may not be wasteful in his expenditure of physical strength and thus shorten his period of usefulness in life.

It teaches him the value of his various powers, in addition to his labor, among which is the power to protect, the power to withhold his labor as well as to give it, the power of public sentiment, the power of legislation, and, through combined effort, the securing or enactment of laws favorable to the interests of those who labor.

It also teaches him that the wages he earns should be expended in the purchase of goods bearing the union label, that he may thus reward those employers who deal fairly with their help, and at the same time punish those employers who do not. All these lessons and many more are taught in the school of unionism to those workers who will become enrolled as students, and who will seek this knowledge in their every-day life and apply it earnestly and honestly.

But perhaps greatest of all the lessons taught in the school of unionism is that of mental progress and advancement of the students, meaning by this that in the discussions or debates that occur where large numbers of men are reasoning together seeking their mutual improvement and benefit, the mental development of all must be in proportion to the ablest of them, and their standard of intelligence naturally raises, through this evolutionary force, until they are able intelligently to weigh and measure other forces and to accurately judge the motives and purposes of other men.

In the public schools the child receives the rudiments of education. He is taught to read, to spell, to write and to figure, and nowadays is given the elements of some accomplishment, but he is quite likely to leave the public schools and enter upon the field of industrial effort with very distorted individual ideas.

But the school of unionism has no age limit. It is open to workers of all ages. Its lessons and its benefits are open to all and it gives to every member the opportunity, through association or mental competition with his fellow members, to develop his own intellectual powers to the fullest extent.

It teaches the lesson of unity, which is the ultimate expression of the power of combination, and in proportion as the wage-workers individually and collectively learn, heed and practice the lessons taught in the school of unionism, in just that proportion will their present conditions improve, and in just that proportion will their opportunities for future advancement be enhanced.—Organized Labor.

Little Brown Hands

[The following lines, said to have been written by a girl fifteen years old, were pronounced by John Boyle O'Reilly the finest words he ever read. He published them four times, and declared he liked them better every time he read them.]

They drive up the cows from the pasture,
Up through the long, shady lane,
Where the quail whistles loud in the wheat field
That is yellow with ripening grain.

They find in the thick, waving grasses
Where the scarlet-lipped strawberry grows;
They gather the earliest snowdrops
And the first crimson buds of the rose.

They toss the hay in the meadow,
They gather the elder-bloom white;
They find where the dusty grapes purple
In the soft-tinted October light.

They know where the apples hang ripest
And are sweeter than Italy's wines;
They know where the fruit hangs thickest
On the long, thorny blackberry vines.

They gather the delicate seaweeds,
And build tiny castles of sand;
They pick up the beautiful seashells
Fairy barks that have drifted to land.

They wave from the tall, rocking treetops,
Where the oriole's hammock-nest swings,
And at night-time are folded in slumber
By a song that a fond mother sings.

Those who toil bravely are strongest,
The humble and poor become great;
And from those brown-handed children
Shall grow mighty rulers of state.

The pen of the author and statesman,
The noble and wise of our land—
The sword and the chisel and palette,
Shall be held in the little brown hand.

Editorial

THE CARPENTER

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Eight-Hour Laws

In almost every State in the Union at the present time the legislators recently chosen by the people are in session, deliberating as to the laws that shall be in force for the next two or three years, according to the customs of their respective commonwealths. Among the measures proposed there are many of deep interest to labor—providing for the removal of obnoxious features in liability laws, for the inauguration of workmen's compensation, the prevention of child labor, the regulation of the wages of women, the lessening of the dangers from machinery, industrial diseases, and the like. But none of these is of more immediate importance than the legal eight-hour day, especially as applied to women workers.

The eight-hour agitation is, we might say, almost synonymous with the American labor movement. For in point of time the former arose with the latter, and the principles which underlie the demand for the eight-hour day are the same as justify the other beneficial steps in the interest of the workers advocated by the legitimate organization of labor in this country.

In the first Declaration of Principles of the Federation of Organized Trades and Labor Unions, the fore-runner of the American Federation of Labor, we find the statement in Section 5 "that the national eight-hour law is one intended to benefit labor and to relieve it partly of its heavy burdens; that the evasion of its true spirit and intent is contrary to the best interests of the nation; we therefore demand the enforcement of said law in the spirit of its designers." This statement was repeated in every subsequent Declaration of the Federation, being given first place among labor's demands as of prime importance.

At its St. Louis convention in 1888 the two-year-old American Federation of Labor decided to begin a period of agitation and education in favor of the eight-hour day, to be concluded on May 1, 1890 with a general demand for its inauguration. In the Boston convention of 1889 the Executive Council was empowered to choose the trade that it thought most likely to achieve success to make the first demand. In accordance with this the Executive Council on March 17, 1890, decided that the United Brotherhood of Carpenters and Joiners of America should be the one to commence the movement. For this reason should every step toward the establishment of the eight-hour day meet with the particular appreciation and co-operation of members of our Brotherhood.

President Gompers, in his report in 1890, says: "The organization in question responded with alacrity to the Executive Council's decision, and of its own accord put a number of lecturers in the field." As a result of this initial effort General Secretary P. J. McGuire was able to report to the Sixth General Convention of the Brotherhood in August, 1890, that "a summary of the situation shows that the trade movement for shorter hours among the carpenters this season has been successful in 137 cities, and it has benefited 46,197 workmen in that trade, and countless others in every branch of the building trades have also been the gainers."

As time went on, laws were enacted in various States providing for a legal eight-hour workday in one way or another—on public works, in penal institutions, when there was absence of agreement, etc. Some of these were declared unconstitutional, such as that of Colorado; some were construed by the courts in such a manner as to become ineffective; some were so worded as to be practically valueless. Some also survived to accomplish a great deal of good in the respective communities in which they were in force.

The principal effort today in legislation in regard to the eight-hour day is in behalf of women and children. The form of law particularly recommended by labor is the absolute eight-hour day, without allowing overtime under any consideration, and without permitting a doubling up of hours on any one day because of a legal holiday the day before. Such a law is now in effect in such States as California and Washington, and has worked well wherever adopted. As George F. Tracy, State Senator in California, and author of the law for that State, said of its practical result: "Not one complaint has been heard from the employers in regard to this law." They have all adapted their businesses to it. And it seems patent that any industry that deserves the name can, without severe injury to itself, change its methods to conform to such reasonable and necessary measures as the eight-hour law.

In almost every State that the regulation of working hours for women and children has been put in operation, exception has been made in favor of the canneries and other like industries, on the ground that their season is short and that they are engaged in handling perishable goods which require immediate care and attention. The abuses laid bare by Miss Louise Chamberlain and Miss Mary Boyle O'Reilly as existing in the canneries of New York, while they may not apply to establishments engaged in this work in other parts of the country, must cause any sober-minded man to wonder if this exemption in their favor should apply. There seems but little doubt from the practical arguments that we have heard from the canners on the subject that they could, as well as other manufacturers, adapt their businesses to the requirements of this law. The great power which lack of regulation allows them in this respect, and the evils which seem inevitably to follow, certainly justify the experiment.

The work of obtaining the legislatures to take action in favor of the legal eight-hour day should be pushed in every state. The forces of organized labor have a great opportunity presented to them in this that they should not fail to grasp. As the American Federationist tells us:

"The eight-hour workday carries with it a great human as well as social and industrial advantage. It conserves the vital forces, as well as the productive energy of the workingmen, thereby lengthening the period of their lives and productive value. Industrial statistics prove that the lives of workers have been prolonged many years by reason of the reduction of hours of labor. Men who are living longer than their predecessors at the same calling are obviously living better in all that the word implies.

"Decreasing the hours of work, the establishment of a normal workday has been attended by increase in wages. The

(Continued on Page 107.)

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(Signed) FRANK DUFFY, Editor.

Sworn to and subscribed before me this 9th day of October, 1912.

JOSEPH O. CARSON, Notary Public.

My commission expires January 16, 1916.

Report of General President Huber for Quarter Ending December 31, 1912

To the Officers and Members, the General Executive Board, and to the Officers and Members of all Local Unions of the U. B. of C. and J. of America:

Brothers—Greeting: In making this my quarterly report for the year ended the 31st of December, 1912, I desire to say, that this will be my last official report that I will make as your General President for the reason that I declined the renomination and refused to accept the position again at the last convention, and my time will expire on February 1, 1913. Ending with this date I shall have served the Brotherhod as General President for 13 years and 4 months, and I desire to say that in that length of time I have always given my best efforts towards looking after the in-

terests, improving the conditions and assisting the membership in securing that which is their just due.

The quarter just ended has been one that has kept us busy looking after the affairs of the National organization. Our membership has more than held its own, and we now have a greater membership than we had at the close of our fiscal year, June 30, 1912. Many new agreements have been made and many localities are practically now settling the questions of wages, hours and conditions, and this will necessarily and naturally obviate any trouble for the coming year.

Our organizers have all been busy doing their utmost, and they have been ably assisted by the rank and file in carrying on the good work. Many misunderstandings have been adjusted and local disputes settled, and I want to say that we have much to be thankful for. The old year goes out and the new year comes in with practically a unanimous Brotherhood, and I believe matters will so shape themselves that no serious affront will be encountered by the honest worker whose heart and soul is in the cause of upbuilding, uplifting and endeavoring to secure through honest and meritorious channels a part of the world's wealth created by the hands of the artisan. The work has gone on regardless of the petty bickerings and different political views held by the individual members of the organization. Right here I want to say, that we have received many inquiries touching upon the question of the Industrial Workers of the World and the Socialists, and these two organizations have undoubtedly caused some trouble in our ranks. I have often thought what would happen if at the time the officials of the Mine Workers were asked to resign from the Civic Federation, had a counter resolution been presented saying that all men who belonged to the Socialistic Party and who carried cards of the Socialistic Party or the I. W. W. had also been asked to resign from those two organizations. I believe something should be done regarding these questions as I am of the opinion that very few of these people are tried and true trade unionists who look towards the upbuilding of our organization from a trade union standpoint.

During all the month of December I was at home, but in November and October I did some traveling in the interests of the organization. In October I spent sometime in New York in the interests of the organization, and during that time I took up with our attorneys the many injunction suits filed against us through the Employers' Association. They are simply by these methods trying to put us to a great expense, but their work thus far has been in vain. We have continued to thrive and prosper, and the Financial Secretaries' reports from the Locals in New York City show that we are growing monthly. There has been quite a good deal of cost incurred in carrying on and defending ourselves in these cases, but I believe it is money well spent.

In November I visited Buffalo, N. Y., in the interests of the organization, and also attended at Rochester, N. Y., the yearly meeting of the Federation of Labor. Much legislation of a constructive character was adopted at that convention and I look for the continual growth of the Brotherhood as well as the balance of the organizations affiliated with the American Federation of Labor during the next year.

Matters of a momentous nature have occurred in this city, beginning October 1, when the trial of the boys accused of criminal conspiracy to transfer dynamite and nitro-glycerine on passenger trains in interstate commerce, in violation of federal statutes. This trial is now ended and will undoubtedly go down in history as one of the greatest in the annals of criminal jurisprudence, and I am positive in the statements that this trial and its outcome will in no wise affect the growth or in any manner retard the honest enthusiasm of the laborers and artisans for their craft organizations, and I should think I was remiss in my duty did I not quote some part of the instructions given by Judge Anderson in

summing up this case to the jury. His most worthy instruction insofar as labor was concerned, follows:

"It is not unlawful for the structural iron workers to organize the union to which they belong. It is not unlawful for the defendants to be members of that or any other labor organization. Men have the right to use their combined power through such organizations to advance their interests in any lawful way; but they have no right to use this power in the violation of the law. Organized labor is not on trial here; nor is the right of labor to organize in issue, but members of labor organizations owe the same obedience to the law and are liable to the same punishment for its violation as persons who are not members of such organizations."

United States Attorney Miller also made it plain that labor unions were not on trial, and in his closing argument to the jury, reiterated time and again that men had a right to organize for their protection.

Our Brothers were tried by a jury of their peers—something we have always insisted on—and I am not discussing now whether or not the trial was right or whether or not the methods used to hale these boys in court was just, especially that part looking towards the securing of evidence, but I do want to say that Judge Anderson and United States Attorney Miller reiterated often that labor unions were not on trial, and as I have no reason to doubt their statements. I shall simply concur in them.

This year just closed has been an eventful one in the history of the Brotherhood. We have in that time absorbed the Amalgamated Woodworkers entirely, and we now have scores of their locals under the banner of the U. B. and we are getting along harmoniously.

Insofar as the Amalgamted Society is concerned, I want to say we are making inroads every day, every week and every month in their ranks, and it is only a question of a short time until we will be successful in showing them that it is not power we want, but one solid brotherhood of woodworking mechanics to face the employers and show them that both will be better off by satisfactory agreements than by turmoil and strife.

Your election of General Officers will, unless you change your laws and make them more stringent and more plain, in the end hurt your organization to the extent that very little confidence will be placed in your officials, as it can be seen already cropping up here and there by some who do not even take the trouble to look at the Constitution to ascertain the duties of your officials. You should give your officers, both national and local, your full support in trying to make this United Brotherhood of Carpenters and Joiners what it should be—the most progressive organization in the labor world. It can be done and will be done if you all would direct your efforts along the same lines. As it is today, one locality looks after its own and some openly defy your officers to carry out the laws that you yourselves made to govern your locals and organizations by. It is all right to enforce it on the other fellow, but, don't try it on us, as we won't stand for it. A get-together movement is what is needed. Forget your past grievances against one another, and make one great organization of the carpenters of this country, for the good it will do you all and the results it will bring to your and all other labor organizations. Settle your jurisdictional disputes like men. No disputes between any two organizations are so great that a settlement cannot be reached if we will lay aside the personal, petty spite we too often show. When endeavoring to reach some understanding for the betterment of all concerned do not try to get the best of the other fellow. Treat others as you would like to be dealt with. Could we bring all of the organizations to this point surely we would be doing something that would bring the labor movement of this country into one solid, active body, that would bring results we have so long struggled for,

that is, a united labor movement of America of all trades.

Now in closing this, my last official report, I want to thank all the General Officers, I want to thank the entire rank and file, I want to thank the Presidents, Secretaries and Business Agents for the kindly help they have afforded me in carrying on our work. I wish it were possible to grasp each man who is now a member by the hand and extend to him personally my appreciation for his services.

I go out of office with a clear conscience and with the thought dominant in my mind that I have done everything possible to make this Brotherhood a success, and I have worked with an eye single to the purpose that in bringing success to the men who are a part and parcel of the Brotherhood, I am bringing happier firesides, more sanitary homes, more healthful conditions to those dear ones who are dependent upon the labor of our members for sustenance and support. I have realized that to "light a thousand candles from my own in no way detracts from the abundance of light supplied by its flame," and were it not for the able help, kindly assistance and good sound advice I have received from those I have called to the councils of the Brotherhood, these words which I have uttered above, would not have been fulfilled.

Again thanking you one and all, and assuring you that I stand ready and willing day or night to further assist in the good work of building up this grand old U. B. as well as the entire labor movement, I remain,

Sincerely and fraternally yours,

WM. D. HUBER,

General President, U. B. of C. & J. of A.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Ada, Okla.
Akron, O.
Altus, Okla.
Alva, Okla.
Asherton, Tex.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Austin, Tex.
Bartlesville, Okla.
Battle Creek, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Cleveland, O.
Dayton, O.
Dubuque, Ia.
El Paso, Tex.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kan.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore.
Louisville, Ky.
Manhattan, Kan.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New York City.
New Bedford, Mass.
New Orleans, La.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Peoria, Ill.
Pittsfield, Mass.
Rochester, N. Y.
San Antonio, Tex.
Sioux City, Ia.
South Omaha, Neb.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Tulsa, Okla.
Wichita Falls, Tex.

Local Unions Chartered Last Month

Porterville, Cal.
Murfreesboro, Ark.
Biloxi, Miss.
Santa Anna, Cal.
Winter Garden, Fla.
Lynn, Mass.
Santa Maria, Cal.
Fairbury, Ill.

Total, 8 Local Unions.

Rejection of Candidates

Geo. Yurkshat of 727 Barber street, Chicago, applied for admission to L. U. 240 of that city, and was rejected three times.

Peter Jean applied for admission to L. U. 1046, Bridgewater, Mass., and was rejected three times.

Albion A. Morse applied three times for admission to L. U. 860, South Framingham, Mass., and was rejected each time.

Tony Abbatocola applied for admission to L. U. 380, Herkimer, N. Y., and was rejected three times.

Expulsion

Carl Chamberlain of L. U. 1783, Roundup, Mont., has been expelled from that local for embezzling funds while acting as treasurer.

General Vote for Officers

OF THE

United Brotherhood of Carpenters and Joiners of America

REPORT OF COMMITTEE ON TABULATING THE VOTE FOR GENERAL OFFICERS

Indianapolis, Ind., January 20, 1913.

Mr. William D. Huber:

The following named candidates have been elected to the following offices:

James Kirby .....General President.
Arthur Quinn .....First General Vice-President.
W. L. Hutcheson.....Second General Vice-President.
Frank Duffy .....General Secretary.
Thomas Neale .....General Treasurer.
T. M. Guerin.....G. E. B., District 1.
D. A. Post.....G. E. B., District 2.
John H. Potts.....G. E. B., District 3.
James P. Ogletree.....G. E. B., District 4.
Harry Blackmore .....G. E. B., District 5.
W. A. Cole.....G. E. B., District 6.
Arthur Martel .....G. E. B., District 7.

WESLEY C. HALL, Chairman,
J. C. JACKSON, Secretary,
J. A. ROSS,
W. H. HAYDEN,
REUBEN PRICE.

Indianapolis, Ind., January 27, 1913.

To the Officers and Members of the United Brotherhood of Carpenters and Joiners of America—Greeting:

We, the undersigned, members of the committee elected at the Washington convention to count the vote for General Officers, beg leave to report as follows:

The committee met on Monday, December 16, 1912, at 9 a. m., organized and proceeded to transact the duties assigned us. On receiving the returns from the G. S. we found the returns had been taken from the envelopes in which they were received and put in packages of 100 each. We then proceeded to tabulate the vote, with the following results:

FOR GENERAL PRESIDENT.

James Kirby	35,119
William C. Schardt	26,107

FOR FIRST GENERAL VICE-PRESIDENT.

Arthur A. Quinn	32,339
A. M. Swartz	27,604

FOR SECOND GENERAL VICE-PRESIDENT.

J. D. McKinlay	13,953
W. L. Hutcheson	24,523
P. J. Carlson	21,426

FOR GENERAL SECRETARY.

Frank Duffy	36,778
R. E. L. Connolly	23,516

FOR GENERAL TREASURER.

Thomas Neale	34,393
Oliver Collins	25,345

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
First District.

T. M. Guerin	32,344
Charles H. Bausher	26,868

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Second District.

D. A. Post	31,666
George Myers	26,804

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Third District.

John H. Potts	28,198
K. G. Torkelson	18,123
Harry Haigh	2,974
Roland Adams	5,284
John G. Meiler	4,459

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Fourth District.

James P. Ogletree	24,025
A. M. Copeland	20,845
Frank A. Mullan	10,133
T. J. Naughtin	3,500

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Fifth District.

Harry Blackmore	33,226
John Walquist	25,242

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Sixth District.

William A. Cole	29,881
Fred Cheshire	21,271
David Ryan	7,709

FOR MEMBER OF THE GENERAL EXECUTIVE BOARD.
Seventh District.

Arthur Martel	35,084
Donald McLeod	23,447

The returns from the following Local Unions did not show date the election was held, and blank returns were sent by the committee with instructions to send duplicate returns of their vote, certified to before a Notary Public, but failed to answer:

L. U. Nos. 70, 186, 230, 332, 379, 459, 502, 580, 711, 741, 789, 820, 865, 911, 956, 966, 978, 1093, 1095, 1115, 1118, 1166, 1171, 1191, 1219, 1253, 1303, 1325, 1331, 1364, 1406, 1471, 1503, 1532, 1558, 1563, 1587, 1760, 1786, 1834, 1856, 1890, 1898, 1913, 1946, 1949.

The returns from the following Local Unions did not bear the seal of the Local, and the Locals were sent blank returns by the committee with instructions to send in duplicate of their vote, certified before a Notary Public, and failed to answer:

L. U. Nos. 754, 1206 and 1933.

The returns from the following Local Unions were received too late and were not counted:

L. U. Nos. 527, 571, 799, 901 and 1152.

The vote of the following Local Unions were not tabulated for the following reasons:

L. U. 50	Ballots	received	Dec. 4.	No returns.
L. U. 397	Returns	"	Dec. 2.	No ballots.
L. U. 652	Ballots	"	Nov. 30.	No returns.
L. U. 901	Returns	"	Nov. 27.	No ballots.
L. U. 992	Returns	"	Dec. 3.	No ballots.
L. U. 1040	Ballots	"	Dec. 2.	No returns.
L. U. 1049	Ballots	"	Dec. 11.	No returns.
L. U. 1415	Returns	"	Nov. 30.	No ballots.
L. U. 1464	Ballots	"	Dec. 2.	No returns.
L. U. 1506	Returns	"	Dec. 6.	No ballots.
L. U. 1680	Ballots	"	Nov. 29.	No returns.
L. U. 1905	Returns	"	Dec. 2.	No ballots.

The above was taken from list furnished by G. O.

Respectfully submitted,

WESLEY C. HALL, Local No. 8, Chairman.
J. C. JACKSON, Local No. 61, Secretary.
REUBEN PRICE, Local No. 20.
J. A. ROSS, Local No. 165.
WILLIAM H. HAYDEN, Local No. 55.

RESULT OF VOTE FOR GENERAL OFFICERS.

LOCAL UNION NUMBER	General President		1st General Vice-Pres.		2nd General Vice-Pres.		General Secretary		General Treasurer		General Executive Board															
											1st District		2nd District		3rd District				4th District				5th District		6th District		7th District	
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1.	72	611	151	453	333	60	229	279	323	439	186	170	397	182	385	49	307	151	17	80	284	146	106	35	244	367	176	301	111	296	271
2.	128	48	114	61	39	115	25	125	52	110	61	106	66	95	79	133	7	5	18	9	45	80	26	14	121	42	87	47	27	129	39
3.	4	12	2	14	2	4	10	3	13	3	13	4	12	1	15	5	11	..	..	..	10	3	1	2	3	13	2	12	2	1	15
5.	17	163	8	172	11	13	154	15	164	21	158	11	165	7	168	11	146	3	15	6	154	10	9	3	47	133	14	154	9	33	145
6.	22	11	19	14	9	16	8	18	15	13	20	21	12	20	13	12	3	3	9	5	4	15	8	5	24	9	18	11	4	21	11
7.	72	140	61	149	27	27	153	70	139	61	143	49	139	34	152	28	129	8	12	12	113	27	32	15	31	186	39	121	27	52	134
8.	326	13	327	12	20	317	2	328	11	330	9	330	9	327	12	326	3	3	5	2	27	27	285	..	328	11	331	8	..	331	8
9.	182	47	162	68	44	169	16	182	46	156	72	170	58	175	53	162	17	9	23	16	41	153	18	18	175	51	162	34	29	176	49
10.	197	102	173	109	231	21	46	233	67	222	69	181	108	174	108	106	70	86	11	18	77	152	48	13	185	105	153	72	63	204	87
11.	96	89	82	101	32	58	87	89	94	85	99	77	102	81	98	80	65	8	19	9	77	72	25	8	98	79	89	71	21	86	90
12.	44	117	48	105	24	28	98	64	85	13	152	20	135	36	114	13	81	12	15	33	66	37	28	17	45	82	35	83	31	82	69
13.	39	484	60	431	274	15	227	246	252	307	197	226	272	76	419	7	273	226	3	9	418	33	28	18	103	389	58	219	222	205	291
14.	24	7	21	10	14	11	6	25	6	19	10	11	4	8	7	8	..	2	2	1	5	6	1	1	25	6	8	4	1	9	4
15.	7	49	3	52	4	3	48	4	51	12	43	6	50	6	49	3	50	..	2	1	50	3	1	1	7	48	22	30	2	8	47
16.	113	6	108	11	4	105	10	110	9	113	6	112	7	110	9	107	1	1	9	1	5	110	3	1	112	7	106	9	4	111	8
17.	..	9	4	5	4	3	2	8	1	5	3	4	4	1	8	7	..	..	2	..	4	2	2	..	4	4	5	..	3	5	3
18.	21	3	16	7	7	13	2	23	1	19	5	16	6	13	7	18	..	2	1	..	5	16	..	..	16	5	14	6	1	18	7
19.	131	43	122	40	58	102	12	145	25	122	43	113	48	102	56	125	12	7	16	7	52	71	37	7	124	40	110	29	25	106	53
20.	22	42	16	49	10	10	44	13	44	12	51	8	56	11	52	11	43	3	1	5	47	6	4	4	17	46	12	42	9	12	49

LOCAL UNION NUMBER	General President		1st General Vice-Pres.		2nd General Vice-Pres.		General Secretary		General Treasurer		1st District		2nd District		3rd District				4th District				5th District		6th District			7th District
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	F. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD	
21.	18	6	15	8	24	..	..	10	14	20	3	20	4	17	6	6	16	..	..	1	5	11	6	2	17	7	11	3	10	23	1
22.	113	27	109	26	13	97	24	109	26	103	33	109	22	101	27	96	18	2	6	6	29	79	8	11	105	25	80	2	58	102	28
23.	79	2	74	..	15	61	3	75	5	67	13	70	5	68	11	69	3	2	3	2	9	57	9	4	65	9	50	6	10	68	12
24.	64	30	51	40	32	38	18	60	29	45	40	49	38	55	28	43	6	9	15	12	40	25	12	13	66	21	45	27	15	62	22
25.	62	28	49	38	18	32	29	60	29	53	31	47	39	45	40	43	29	3	5	4	41	39	5	1	53	32	47	36	4	52	34
26.	178	45	139	87	68	118	29	170	52	114	95	166	57	141	66	111	13	17	43	26	47	103	34	30	160	49	118	45	49	153	54
27.	6	57	5	58	14	6	42	21	41	14	49	15	44	14	45	11	41	3	3	2	40	13	8	..	12	47	8	45	6	51	13
29.	45	23	42	27	4	38	23	44	24	42	25	44	25	41	26	39	21	..	2	5	25	33	8	2	40	26	41	25	3	45	22
30.	23	15	29	10	9	18	12	30	8	27	12	21	17	22	14	19	1	..	10	7	14	10	3	10	30	7	27	5	6	23	14
31.	21	16	33	4	12	14	8	22	12	23	13	20	15	19	14	18	4	2	11	2	14	13	6	3	23	11	13	6	17	20	12
32.	9	322	7	324	5	10	313	8	318	3	319	2	326	5	325	..	318	3	1	3	310	5	8	4	6	319	5	314	9	8	319
33.	102	11	101	12	44	61	3	99	13	95	20	93	18	88	19	97	2	2	4	6	17	68	16	3	92	15	83	14	16	95	17
34.	67	24	64	26	21	58	12	69	23	59	31	52	39	66	23	53	10	3	4	10	13	11	43	9	59	19	53	13	14	57	23
35.	5	4	5	4	6	1	2	9	..	8	1	3	6	6	3	4	1	..	3	1	3	5	1	..	2	7	7	1	1	6	2
36.	39	18	33	23	5	36	15	31	25	33	24	37	21	38	16	31	10	..	7	6	13	29	6	..	41	13	47	7	3	42	13
37.	65	39	43	65	26	67	12	74	33	46	52	44	58	55	52	47	11	6	29	10	27	35	27	12	77	26	58	35	12	81	22
38.	28	3	19	12	9	14	7	28	3	21	10	27	4	23	7	17	1	1	12	..	6	16	7	2	25	5	21	7	3	30	1
40.	4	14	2	15	1	2	15	5	12	1	14	1	17	3	15	..	14	..	3	..	11	3	1	..	3	13	1	15	1	1	14
41.	3	29	2	30	..	2	30	..	32	1	31	1	31	1	31	2	29	..	1	..	31	..	..	1	..	32	1	29	2	4	28
42.	41	22	39	22	..	39	21	35	25	37	23	43	19	39	20	41	18	2	1	..	20	40	2	..	41	21	42	19	1	38	24

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

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LOCAL UNION NUMBER	General President	1st General Vice-Presidents			2nd General Vice-Presidents		General Secretary	General Treasurer	1st District				2nd District		3rd District				4th District				5th District	6th District			7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
91.	111	6	106	10	107	7	2	110	4	113	5	106	9	110	6	96	15	..	1	..	6	102	6	1	102	11	109	4	2	104	10
93.	36	..	36	..	3	..	36	..	36	..	35	1	36	..	..	3	36	..	..	..	3	33	..	..	35	..	35	1	..	36	..
94.	7	24	4	29	7	22	9	22	4	28	10	21	7	24	..	3	17	..	4	3	18	8	2	1	9	21	8	18	3	9	23
95.	19	69	24	63	30	24	73	15	62	27	57	31	46	42	26	10	12	22	22	4	24	40	14	..	50	36	15	6	72	58	34
96.	61	..	61	..	53	4	61	..	60	1	61	..	61	..	61	..	..	..	..	..	2	58	..	1	59	2	60	1	..	61	..
97.	1	26	1	26	..	26	1	26	1	26	2	25	2	25	2	25	..	..	..	..	27	..	..	..	2	25	2	23	..	2	25
98.	55	36	47	64	13	39	54	53	57	48	58	44	58	45	39	53	2	4	4	4	53	41	10	3	48	60	15	97	1	35	71
99.	33	7	56	6	11	48	3	58	4	55	7	62	..	54	8	49	3	6	4	..	8	48	5	1	53	9	52	5	5	61	1
100.	28	1	22	6	9	18	2	28	..	26	1	19	8	16	9	21	4	..	..	3	14	10	2	..	19	7	24	1	1	25	1
102.	8	..	8	..	1	7	..	8	..	8	..	..	..	..	..	8	..	..	..	..	..	..	..	..	8	..	8	..	..	8	..
103.	126	24	120	27	28	109	14	105	45	113	27	111	37	108	41	112	8	..	1	19	8	35	100	7	5	125	24	119	15	15	124	24
104.	66	6	50	19	24	46	1	63	8	57	12	52	17	64	6	62	..	1	1	..	43	16	7	2	60	10	57	9	4	61	8
105.	65	51	51	63	34	61	18	75	49	61	49	50	56	58	54	50	22	8	19	12	32	45	23	8	57	48	60	27	25	60	49
106.	85	11	70	23	26	49	16	87	10	76	17	65	21	58	26	41	8	3	27	2	33	32	13	3	63	22	45	23	14	63	14
107.	10	..	9	..	1	9	..	10	..	10	..	10	..	10	..	10	..	..	..	..	..	10	..	..	10	..	9	..	..	10	..
108.	9	..	9	..	1	7	..	9	..	9	..	9	..	9	..	8	1	..	..	..	1	7	1	..	9	..	9	..	..	9	..
109.	55	100	62	90	23	23	102	54	92	9	145	34	119	33	111	25	91	4	2	11	74	26	36	9	34	112	28	93	24	68	76
111.	9	12	12	9	8	9	5	15	5	12	8	13	5	14	7	9	4	2	2	2	4	4	9	3	15	5	10	7	2	15	5
112.	58	35	39	51	24	39	29	50	43	44	48	38	50	50	39	34	10	8	22	18	26	33	13	18	47	43	44	35	15	34	56
113.	16	4	13	6	14	2	3	19	2	17	2	14	6	7	8	5	10	4	2	..	6	8	4	1	10	9	11	6	3	16	2

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LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES F. OGLETREE	A. M. COFELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
228.	18	2	17	3	..	19	..	19	1	1	20	..	18	2	19	..	..	..	..	2	17	1	..	20	..	18	1	1	20	..
229.	28	7	27	10	23	12	2	33	6	27	10	30	7	24	13	1	20	1	3	7	4	14	11	6	4	27	9	5	6	29	6
231.	108	135	106	143	18	94	127	113	125	103	135	106	134	99	138	6	96	85	5	9	34	82	106	102	36	108	126	101	83	53	103	132
232.	33	5	36	3	12	24	2	36	4	30	8	31	6	31	6	28	1	1	7	1	12	13	7	16	2	31	7	31	3	3	34	3
233.	4	11	4	9	11	..	2	14	1	10	3	6	8	9	6	..	1	..	..	..	1	3	2	8	1	4	9	7	5	1	9	3
235.	10	1	7	4	3	6	2	8	3	7	4	7	4	8	3	5	1	1	..	2	1	6	3	..	1	3	7	6	1	4	3	7
236.	8	10	3	15	2	7	8	11	7	5	13	8	10	5	12	10	..	1	..	1	..	8	6	2	2	12	6	2	16	..	9	8
237.	1	28	..	28	1	2	26	3	26	5	24	1	27	1	28	..	26	1	..	1	..	2	25	2	2	2	27	3	24	2	2	26
238.	3	48	3	47	2	2	46	7	43	1	47	2	48	5	44	3	31	7	1	1	6	1	35	2	3	6	4	45	5	29	12	9	37
239.	..	25	2	26	1	2	25	1	26	1	27	..	27	6	22	..	26	..	..	1	1	1	27	..	1	1	27	1	27	..	3	25
240.	107	13	112	13	53	56	13	84	48	82	50	90	32	83	28	62	9	8	9	3	18	19	37	18	67	18	56	8	30	57	32
241.	24	112	12	115	4	3	125	23	106	27	101	13	113	14	108	12	93	5	17	7	105	7	14	7	37	90	22	93	16	21	106
242.	47	79	39	70	84	14	19	93	24	90	26	44	60	44	55	18	45	28	3	20	42	18	27	19	48	50	51	31	20	53	47
243.	7	4	7	4	5	3	3	8	3	5	6	5	5	8	2	6	2	..	2	..	6	3	2	..	..	7	3	4	4	2	6	4
244.	7	6	2	11	3	4	6	5	8	5	7	3	10	5	8	7	2	1	3	..	6	3	3	1	23	6	7	5	8	..	7	6
245.	22	3	22	3	22	3	23	3	22	3	22	3	22	3	22	3	21	..	..	1	23	..	..	1	22	3	21	2	1	22	3	3
246.	17	5	18	4	5	14	2	10	9	10	12	6	14	15	3	16	3	..	3	..	3	13	..	3	..	15	5	13	4	4	14	7
247.	5	279	8	269	1	6	279	8	267	1	289	5	273	9	271	1	270	5	2	4	265	4	7	7	7	274	11	265	11	15	262
249.	49	..	49	..	2	47	..	49	..	49	..	49	..	49	..	49	..	..	..	..	..	..	49	..	..	49	..	..	1	48	..
250.	18	5	19	8	11	4	7	18	4	18	13	12	8	10	9	2	11	2	2	4	8	7	1	..	8	9	3	12	4	11	6

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LOCAL UNION NUMBER	General President	1st General Vice-Pres.			2nd General Vice-Pres.		General Secretary		General Treasurer	1st District		2nd District	3rd District					4th District				5th District		6th District		7th District	
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. MCKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD MCLEOD
320.	21	1	22	.	12	9	1	21	1	5	17	15	7	18	4	15	2	2	3	.	11	5	6	16	6	15	7	.	19	3
321.	6	5	3	7	2	3	6	6	5	3	8	5	6	5	6	3	6	.	1	1	9	2	.	5	6	4	7	.	5	6
322.	68	43	57	52	17	65	24	99	14	73	40	74	34	51	57	72	18	6	21	4	28	43	22	64	47	61	30	13	43	58
323.	21	8	22	6	14	5	5	29	.	20	8	24	3	21	8	18	.	3	6	1	10	7	9	21	6	9	11	9	.	28
324.	16	2	15	3	1	16	.	17	1	18	.	13	5	18	.	.	.	.	.	.	.	.	18	17	.	18	.	.	14	4
325.	377	12	362	25	48	310	24	376	10	376	11	365	24	377	9	298	.	17	25	14	37	321	23	347	3	353	28	5	370	19
326.	60	.	60	.	.	60	.	60	.	60	.	60	.	60	.	60	.	.	.	.	.	60	.	60	.	60	.	.	60	.
327.	122	3	179	5	31	145	5	175	9	171	11	171	14	106	75	22	8	2	4	.	12	156	9	164	20	163	12	6	179	5
328.	33	14	1	16	3	9	4	8	9	9	8	11	5	13	4	9	.	2	4	.	2	9	4	2	6	5	7	5	12	5
329.	33	33	4	51	21	3	51	8	48	5	50	4	51	4	51	2	51	1	2	.	48	5	2	1	7	49	4	50	2	53
330.	20	1	17	3	7	12	.	19	1	9	11	10	10	19	.	6	.	1	13	.	8	7	5	.	12	8	13	2	6	16	4
331.	17	18	17	18	12	12	12	19	15	15	21	14	20	9	25	13	10	3	7	2	16	9	2	8	15	19	5	14	16	20	14
332.	14	5	12	4	7	5	5	15	2	11	6	14	3	14	3	9	2	1	4	.	5	9	.	2	12	4	11	5	.	11	4
333.	95	5	89	8	2	97	11	96	3	91	6	97	2	92	6	91	2	.	4	1	12	83	3	.	91	7	89	4	2	92	5
334.	84	9	80	12	4	85	1	86	6	87	6	89	3	85	8	84	2	1	4	1	7	80	3	1	84	7	78	7	4	82	8
335.	38	.	34	2	13	10	10	37	1	37	.	35	3	33	5	32	.	2	2	2	3	33	2	.	37	1	34	3	1	37	1
336.	7	3	6	4	5	3	2	6	4	7	2	8	4	6	4	5	1	.	3	.	4	2	3	1	8	2	7	1	2	6	4
337.	5	3	6	3	3	2	3	14	25	6	32	8	32	4	36	3	29	.	3	3	30	1	7	1	6	32	5	30	3	8	31
338.	42	3	15	30	19	7	19	38	7	34	11	27	18	30	14	41	.	1	2	1	17	25	3	.	28	16	38	1	6	34	10
339.	51	40	70	23	29	46	16	61	35	38	53	49	41	60	26	56	12	7	12	4	26	49	9	5	74	14	60	12	19	53	32
340.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.

| LOCAL UNION NUMBER | General Executive Board | | |

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LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District					4th District			5th District	6th District	7th District
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
498.	2	12	14	..	1	13	..	13	1	2	12	11	3	11	3	10	1	2	1	..	3	1	1	9	12	2	..	11	3	11	3
500.	..	16	1	15	..	..	14	..	16	..	15	2	14	1	15	1	14	..	..	..	15	1	..	..	3	13	1	15	..	5	1	15
503.	7	1	7	..	5	1	2	7	..	6	2	3	3	7	1	5	1	..	1	..	2	1	2	..	2	5	2	..	5	1	2
504.	55	187	38	127	169	26	48	144	107	95	89	35	127	39	112	7	10	216	2	9	49	47	27	27	59	87	37	50	66	63	88
507.	45	4	34	13	16	23	9	42	6	25	24	36	11	32	15	39	6	1	8	2	9	13	23	2	35	14	35	5	7	45	4
508.	8	9	7	10	3	6	8	4	13	6	11	8	8	3	13	1	2	1	8	2	5	5	2	4	9	7	3	6	10	7	6
509.	7	98	5	99	3	6	96	5	100	4	100	1	104	4	101	1	100	..	2	2	97	4	4	..	4	100	2	100	2	7	97
511.	16	3	14	4	9	8	5	4	11	8	4	13	6	12	6	14	1	1	2	1	6	8	4	1	16	2	8	8	3	13	6
512.	15	..	9	5	9	6	..	14	1	12	3	11	4	12	3	11	..	2	1	..	9	2	3	..	11	3	11	3	..	11	2
513.	6	129	1	136	8	7	116	8	125	2	131	8	128	6	126	8	115	3	1	7	107	9	6	2	8	120	3	111	14	7	119
514.	136	4	133	6	11	124	3	133	6	131	7	129	7	133	7	131	..	1	2	2	4	125	6	2	131	5	129	2	7	134	3
515.	56	9	35	30	18	14	32	50	15	52	14	35	29	40	23	43	1	2	14	4	37	19	6	2	41	23	41	15	9	23	38
517.	3	12	9	6	12	2	..	12	1	14	..	9	5	8	6	12	2	..	..	..	3	9	1	1	5	8	6	3	5	1	13
518.	6	5	6	5	1	5	..	5	..	11	..	9	2	3	8	5	..	1	6	..	7	3	2	..	10	2	7	4	1	10	2
519.	19	3	10	11	4	16	2	21	1	11	10	11	9	19	3	12	1	2	4	2	5	11	3	..	17	5	17	3	2	19	2
520.	18	2	13	7	14	2	5	13	7	12	8	10	8	6	14	9	..	..	6	..	7	7	2	1	16	4	13	4	1	14	6
521.	93	82	61	99	108	9	55	101	67	125	37	73	85	80	79	21	83	22	9	34	55	64	29	9	81	79	80	45	36	119	36
522.	..	80	..	80	..	80	..	81	..	1	80	1	79	..	80	..	78	1	..	2	78	1	..	1	..	80	..	78	2	1	79
523.	15	32	..	36	2	3	43	19	26	20	27	12	33	..	38	5	10	4	20	10	16	16	8	6	41	7	25	12	10	26	20
525.	16	5	15	6	15	4	2	16	5	18	4	15	6	15	6	15	1	4	1	1	16	2	2	1	15	6	13	5	3	18	3

General Executive Board

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LOCAL UNION NUMBER	General President	1st General Vice-Pres.			2nd General Vice-Pres.	General Secretary		General Treasurer	1st District	2nd District	3rd District				4th District			5th District	6th District			7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
11	11	21	130	23	19	114	37	117	37	117	34	120	29	119	18	98	6	25	6	120	16	8	10	47	107	28	111	11	43	110
117	117	1	59	9	1	52	6	57	7	56	8	53	6	53	5	49	2	1	2	55	1	2	2	4	57	6	51	4	5	56
3	57	8	12	21	18	2	20	1	20	1	8	12	1	20	8	2	8	4	1	10	40	10	1	20	11	1	20	2	21	18
16	1	45	12	7	13	3	48	10	9	6	50	7	48	8	45	6	1	2	1	13	40	2	1	44	11	6	48	3	10	9
14	16	10	3	6	21	3	8	5	11	2	9	38	1	42	9	1	2	1	1	2	4	6	1	11	2	1	5	1	45	2
12	2	1	10	1	2	1	8	2	1	2	2	7	2	7	3	1	1	1	1	4	7	1	1	2	1	1	2	1	2	1
6	13	12	3	1	7	1	11	1	2	1	3	2	1	5	8	2	1	1	1	20	3	1	2	9	40	2	24	2	7	40
11	1	10	37	4	6	33	11	21	9	12	9	33	4	21	9	4	2	3	1	1	3	4	2	7	4	2	21	2	6	4
15	15	15	16	11	6	5	21	17	10	12	20	3	11	19	9	6	2	4	2	10	4	7	5	12	10	5	15	6	13	10
27	9	28	9	25	1	57	17	20	10	27	2	66	14	54	9	2	1	3	1	58	3	6	1	5	60	2	56	8	26	10
7	61	8	38	3	1	57	2	65	4	59	2	66	10	51	9	57	1	1	1	15	3	8	7	44	27	51	13	6	3	63
56	11	55	16	10	48	12	50	20	50	19	48	21	51	19	50	10	4	1	5	15	40	8	7	44	27	51	13	6	55	12
32	39	27	12	4	28	38	30	41	3	7	27	40	26	45	6	42	.	3	1	43	27	4	1	28	43	29	41	1	30	41
1	7	33	9	21	17	17	21	36	30	26	6	34	14	38	14	22	5	8	6	28	9	2	2	18	34	3	23	4	10	33
33	1	16	13	2	1	10	12	15	9	8	11	6	8	9	5	4	1	3	3	9	2	4	2	10	7	2	22	12	29	8
9	11	21	13	6	21	8	24	12	22	15	15	21	25	8	20	1	1	4	11	7	8	9	7	19	15	5	17	6	11	20
13	1	7	37	6	11	12	28	12	22	6	23	9	24	8	17	3	2	9	2	18	6	3	5	27	5	2	20	2	10	23
8	1	3	1	1	1	1	38	5	33	10	4	33	5	35	3	1	3	1	1	21	18	3	1	38	5	1	34	4	5	35
8	1	3	1	1	1	1	30	11	31	10	28	13	18	22	8	2	3	23	3	19	10	9	2	36	5	5	19	3	33	8
3	1	1	1	1	1	1	12	1	9	2	10	2	12	1	10	1	1	1	1	5	2	5	1	5	7	1	19	1	9	3

| LOCAL UNION NUMBER | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
629.	14	2	14	2	9	5	.	11	3	16	.	5	8	13	12	4	12	.	1	2	8	6	.	2	8	9	11	2	1	6	11
630.	9	4	6	1	4	6	3	9	4	8	5	8	7	5	6	7	10	.	1	1	7	.	.	2	6	7	6	4	3	10	3
631.	6	1	6	1	1	.	5	7	.	1	38	5	38	7	37	.	1	6	7	.	.	.	.	1	1	5	.	6	1	7	.
632.	9	35	5	39	5	1	38	5	38	10	7	26	6	41	3	40	20	1	4	2	33	16	11	6	4	31	5	16	10	24	12
633.	35	8	25	11	8	11	22	30	10	30	10	30	10	11	27	18	5	29	1	6	16	11	6	4	2	19	13	17	9	6	23	10
634.	24	9	25	6	15	11	6	26	7	24	9	23	10	25	6	17	6	5	1	5	21	4	5	3	1	3	16	4	12	3	17	4
635.	1	16	8	12	2	7	11	26	13	5	15	11	9	5	14	5	4	1	9	5	7	2	2	5	3	5	24	2	25	.	1	22	7
636.	23	3	23	2	2	23	1	23	2	23	2	24	9	3	3	24	1	1	5	4	22	5	2	1	.	.	2	6	11	.	.	11	7
637.	11	8	11	8	5	7	7	10	9	10	10	71	19	12	7	24	11	7	.	1	6	1	.	.	.	4	12	6	11	.	.	28	160
638.	22	166	30	156	11	13	165	11	165	19	165	72	31	19	10	67	22	161	6	11	157	15	8	4	13	176	12	158	11	28	6	31	4
639.	31	3	28	5	7	22	4	35	1	28	5	26	7	27	5	29	2	1	3	1	4	27	5	.	1	8	28	8	5	23	6	12	22
640.	7	28	6	28	5	9	19	7	28	10	10	72	15	18	5	11	24	6	17	1	5	7	2	1	9	25	5	23	6	12	3	22	4
641.	23	3	23	2	2	23	1	23	2	24	9	3	3	24	1	3	24	1	5	4	22	5	2	1	4	24	2	25	.	7	10	65	12
642.	11	8	11	8	5	7	7	10	9	10	10	71	19	12	7	24	11	7	.	1	6	1	.	.	.	4	12	6	11	.	9	65	12
643.	22	166	30	156	11	13	165	11	165	19	165	72	31	19	10	67	22	161	6	11	157	15	8	4	13	176	12	158	11	28	6	31	4
644.	25	26	19	30	7	16	28	31	19	30	21	23	24	23	28	26	24	7	1	8	6	21	13	8	5	29	17	29	15	5	3	6	2
645.	2	6	1	7	2	1	5	2	6	.	8	.	1	8	1	3	4	.	.	1	7	.	.	1	.	.	8	.	.	38	1	38	2
646.	.	38	.	39	.	1	38	.	39	.	1	35	.	1	35	.	7	1	1	.	37	1	.	.	.	39	.	1	38	.	1	5	3
647.	6	2	8	16	8	4	1	8	.	8	.	9	13	9	7	4	5	15	10	3	2	2	6	3	2	14	8	6	7	4	3	14	8
648.	11	11	6	16	8	1	13	6	11	11	11	12	9	7	7	8	1	6	4	4	1	4	4	4	2	8	6	7	4	1	7	7	8
649.	8	6	7	7	.	.	6	15	9	4	10	7	3	3	5	3	7	4	4	4	4	4	4	2	4	7	4	1	5	2	7	2	8
651.	2	8	3	7	.	5	5	3	7	2	7	3	5	1	1	2	4	7	3	2	4	1	.	.	.	1	5	2	1	5	2	8	8

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st General Vice-Pres.		2nd General Vice-Pres.		General Secretary	General Treasurer	1st District	2nd District	3rd District				4th District			5th District	6th District			7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
686	.. 13	2 11	11	10	2 10	3 10	11	1	2 1	1	1	..	3	..	..	..	..	..	..	1	..	..	..	10	3	..	1	..	1
687	1 38	.. 39	1	1	3 35	1 37	31	8	1 38	4	1	..	..	39	1	36	..	1	..	37	1	..	1	2	36	1	35	3	1	38
690	7 138	6 139	.. 3	6	6 139	1	7	138	..	..	4	141	3	142	10	130	..	2	3	..	1	..	1	138	2	4	1	12	133	2	128	15	5	140
691	10 ..	3 7	.. 3	5	1	..	10	..	7	1	8	1	8	1	8	..	1	1	..	..	6	4	..	..	8	2	5	2	3	6	4
692	17 4	16 5	7	12	2	15	2	6	15	6	15	5	12	9	17	1	2	1	..	..	8	11	2	..	11	9	3	9	17	4
693	17 3	18 2	18	1	..	4	16	4	19	1	18	2	19	1	18	..	..	1	..	..	2	16	1	1	13	7	19	..	1	16	4
695	8 ..	8 ..	..	..	..	..	8	..	8	..	..	..	8	..	..	..	..	..	..	..	8	..	..	..	8	..	8	..	..	32	8
696	35 5	32 9	.. 5	26	6	33	7	30	10	30	33	7	30	..	5	2	1	..	..	..	42	..	..	..	30	10	29	7	2	32	8
698	3 47	7 43	3	13	33	4	46	5	45	10	39	7	41	7	30	6	4	1	36	6	6	1	1	17	33	7	39	3	11	37
699	.. 11	.. 11	..	3	8	2	9	2	9	1	10	1	10	1	8	..	..	1	8	..	1	1	1	2	9	2	7	1	2	8
700	.. 3	.. 8	..	1	7	2	10	1	8	2	9	1	7	..	7	..	..	..	1	..	2	1	1	1	1	1	3	..	7	3
701	88 3	79 9	5	82	4	83	7	79	10	77	9	80	7	81	4	1	1	2	5	80	2	3	1	1	81	8	82	4	4	80	7
702	33 ..	21 12	15	11	7	27	6	26	7	23	10	21	12	31	..	2	..	..	14	14	4	1	24	9	19	5	9	24	9	9
703	5 2	5 4	1	6	2	22	9	..	6	3	5	4	7	3	8	1	..	1	1	5	3	..	7	3	3	..	6	6	6	2
707	25 42	31 31	14	24	22	20	46	10	51	27	38	20	46	21	24	6	7	2	25	14	24	3	14	7	37	27	22	22	22	62	3
708	1 11	1 21	9	15	3	8	2	9	15	3	16	9	15	2	1	2	1	2	3	14	7	2	24	2	24	2	19	2	4	19	6
710	.. 3	.. 8	..	1	7	2	10	..	8	2	9	1	7	..	7	..	..	..	1	1	1	1	1	1	1	1	3	..	7	3	3
712	26 3	27 2	2	27	..	29	..	28	1	27	2	28	1	28	..	..	..	..	1	26	1	1	1	1	28	1	28	..	1	28	1
713	53 17	41 30	14	35	22	22	48	22	39	30	53	18	37	32	41	5	2	20	1	39	17	9	3	41	28	30	26	14	41	29
714	61 ..	59 2	1	55	1	60	1	59	2	61	..	..	50	2	60	..	..	1	..	3	56	2	..	61	..	59	1	1	60	1
	51 ..	49 1	14	34	1	51	..	47	2	47	3	47	2	46	..	..	..	2	8	9	31	1	47	..	47	1	44	1	44	1

General Executive Board

| LOCAL UNION NUMBER | General Executive Board | | |

| LOCAL UNION NUMBER | General Executive Board | | |

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LOCAL UNION NUMBER	General President	1st Gen. Vice-Pres.	2nd Gen. Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	General Executive Board											
	JAMES KIRBY	ARTHUR A. QUINN	J. D. McKINLAY	FRANK DUFFY	THOMAS NEALE	T. M. GUERIN	D. A. POST	JOHN H. POTTS	JAMES P. OGLETREE	HARRY BLACKMORE	WILLIAM A. COLE	DONALD McLEOD
	WILLIAM G. SCHAEFER	A. M. SWARTZ	WILLIAM L. HUTCHESON	R. E. L. CONNOLLY	OLIVER COLLINS	CHARLES H. BAUSHER	GEORGE MYERS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	JOHN WALQUIST	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL
922	26	16	20	4	19	8	17	23	6	17	1	1	5	4	1	16	4	17	7	19	1	5	19	5
924	11	11	11	19	13	12	2	12	4	2	11	2	5	5	1	4	1	7	6	10	1	3	7	7
925	15	21	1	1	8	3	3	4	5	2	3	2	1	1	3	2	1	5	4	1	1	7	4	4
926	33	43	41	43	43	6	40	43	7	42	2	2	3	3	2	41	2	42	19	18	3	1	21	1
927	10	10	10	10	10	15	10	10	15	10	2	2	2	2	1	2	1	10	5	1	1	1	10	1
928	15	4	9	8	11	1	15	9	13	3	1	1	8	8	1	1	1	10	19	4	8	1	13	1
929	13	1	15	6	22	1	16	17	15	2	2	1	1	1	1	1	1	1	1	3	3	1	1	1
930	21	17	6	2	5	1	11	10	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
931	12	12	1	20	13	1	13	14	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
932	21	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
933	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
934	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
935	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
936	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
937	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
938	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
939	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
940	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
941	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
942	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
943	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
944	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
945	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

| LOCAL UNION NUMBER | General President | | 1st General Vice-Pres. | | 2nd General Vice-Pres. | | | General Secretary | | General Treasurer | | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st Gen. Vice-Pres.	2nd Gen. Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
973.	22	25	15	19	10	12	26	15	22	19	18	22	20	20	17	7	5	9	3	12	17	5	6	32	9	18	12	11	19	21
975.	16	13	4	2	9	6	15	2	14	3	14	3	13	4	10	..	..	4	3	5	2	9	1	16	1	11	1	5	15	2
976.	10	..	9	2	4	7	10	..	9	..	10	..	8	1	5	..	..	2	1	1	8	..	..	3	3	6	1	1	3	4
977.	18	16	17	19	13	7	14	2	34	8	26	16	5	28	13	6	1	10	7	7	12	9	6	22	12	4	14	16	11	23
979.	12	12	..	12	..	..	12	..	..	11	1	12	12	..	12	..	..	..	..	12	..	..	..	12	..	12	..	..	..	3	9
980.	13	13	16	8	15	6	19	9	15	13	13	15	14	14	10	5	5	1	7	9	4	7	7	8	19	12	10	6	18	8
981.	11	13	1	1	13	1	15	2	11	2	13	2	13	1	13	..	..	1	1	1	13	..	..	14	..	12	1	2	12	2
982.	8	1	7	2	1	1	7	2	9	..	8	1	8	1	6	..	..	2	..	1	7	..	..	6	3	7	1	1	1	8
983.	11	..	11	..	1	10	11	..	11	..	11	..	11	..	11	..	..	..	..	..	10	1	..	10	..	10	..	1	11	..
984.	7	..	5	2	..	4	7	..	7	..	5	2	4	2	5	2	..	..	..	..	2	..	..	7	..	6	1	..	7	..
985.	15	59	9	63	21	30	23	39	35	56	17	34	33	56	16	12	13	31	5	8	24	27	12	51	20	22	28	23	37	35
986.	9	..	..	..	9	..	..	9	..	7	2	9	..	7	2	5	..	4	..	..	7	..	1	8	1	5	1	3	6	2
987.	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	..	..	..	..	..	..	..	10	..	10	..	..	..	..	10
988.	29	3	21	11	6	21	10	10	26	2	25	5	23	16	5	1	6	2	3	9	2	6	1	14	16	7	3	20	16	15
989.	8	1	7	2	3	4	2	7	2	8	..	7	2	6	3	..	1	2	3	2	6	1	..	6	3	6	3	..	6	3
991.	7	5	8	4	8	1	3	12	..	11	1	9	3	9	2	10	1	1	..	9	2	..	..	8	4	9	..	3	7	5
993.	10	86	15	81	16	7	71	15	78	21	76	13	82	12	82	11	71	2	7	3	66	5	19	4	16	74	11	68	13	12	78
994.	7	2	7	1	4	..	2	6	2	5	1	8	..	5	..	5	..	..	..	2	1	3	1	3	2	5	..	2	6	1
995.	8	..	8	..	8	..	..	8	..	7	1	8	..	8	..	5	..	3	..	5	3	..	..	3	5	4	1	3	5	3
996.	12	5	11	6	7	10	..	11	6	9	8	12	5	7	10	11	..	3	2	3	7	2	3	9	5	12	2	2	13	3

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| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

| LOCAL UNION NUMBER | General Executive Board | | |

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

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General Executive Board

LOCAL UNION NUMBER	General President	1st General Vice-Pres.			2nd General Vice-Pres.		General Secretary	General Treasurer	1st District	2nd District	3rd District						4th District			5th District	6th District		7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1419.	10	9	1	1	9		10	10	10		10		10		9		1				9		1	10			10	
1420.	5	7	5	4	7	2	5	9	5	9	5	9	6	7	5	1	4			4	7	1	6	5	7	4		7	6
1423.	26	24	7	7	14	9	21	8	4	23	8	17	19	17	21	3	5	1		3	20	5	24	7	16	6	8	23	8
1424.	16	1	15			16	12	4	14	14	2	15	12	4	14	1				15			1	14	2	14	2	12	4
1425.		30	12	18	6	12	11	24	6	5	27	24	7	20	3	16	1	6	4	18	3	8	1	16	14	8	15	7	12	18
1426.	5	7	6	6	10	3	8	5	6	8	2	7	6	6	5	1	1	4	4	5	2	1	8	4	9	3	10	1	2	9	3
1428.	1	8	10		2	8	10		5	2	4	3	10			7		1	3			8	2		10	2	1	7	8	2
1433.	13	13		3	10		13		12	2	13		13		13						9			10	3	12		1	12	1
1434.	24	23	11	8	10	12	21	13	19	14	17	16	9	24	10	3	1	13	1	8	8	3	20	14	12	11	6	23	10
1435.	7	4	5	7	3	2	8	3	7	4	7	4	6	5	5	4	1	2	1	4	5	2	8	3	6	4	3	4	6	6	3
1439.	11	1	1	1	3	2	12	5	8	4	10	2	1	11	7		2		4	1	5		4	7	8	5	4	9	3	8	2
1441.	9	1	1	4	4	2	5	5	1	9	4	5	8	2	8				1		1		6	4	5	4	1	2			
1443.	22	23		23	23		23		22	1	22	1	20	3	22				1	21	1		23		22	1		23			
1444.	10	10		10	10		10		9		10		10		10					7	3		10		10			10			
1446.	11	10	1	2	9	1	12		12		10		11	1	4					3	1		12			2		12			
1447.	13	25	4	33	4	29	5	32	8	29	2	36	7	30	5	24	1	2	6	25	7	3	8	30	7	27	4	11	26		
1449.		19		20	20			20		20	5	15	5	15	2	3	4	3	8		4	6		20	1	3	16	4	16		
1451.	11	5	11	7	2	6	5	9	5	11	6	7	6	8	3	4	2	5	1	5	5	2	1	8	10	4	1	4	9		
1452.	2	12	2	12	2	12	13	1	2	12	2	12	2	12	2	12				14					2	12		2	12		
1453.	5	5	2	3	2	2	7		4	3	3	4	7		3	4				1	4	1	1	6	4	2	1	5	2		

General Executive Board

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. FOTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1154	35	33	11	34	23	34	1	33	2	33	2	29	6	34	3	3	1	6	6	28	1	34	1	33	1	8	2	34	1
1156	1	55	4	10	4	10	2	5	7	4	7	8	3	5	3	3	2	6	6	4	1	3	8	6	4	1	1	1	5
1158	10	10	10	1	3	11	1	10	1	11	2	10	1	9	2	1	3	1	1	1	10	10	1	9	1	2	2	10	1
1159	2	6	1	2	1	2	6	1	6	5	2	3	4	1	2	1	3	1	1	1	1	2	5	2	1	3	2	5	2
1160	27	19	11	19	7	23	8	19	11	18	12	21	9	12	8	2	2	6	2	23	4	3	22	8	8	6	10	14	24	6
1161	12	7	12	3	8	9	17	14	5	15	4	10	8	10	1	6	2	1	1	7	10	3	1	11	7	8	7	1	16	1
1165	8	7	7	3	4	2	3	3	4	6	2	8	3	5	8	2	1	2	1	10	3	4	11	7	2	3	3	2	5	2
1169	4	14	3	12	2	16	1	10	6	12	2	10	6	9	1	3	2	1	1	7	4	4	10	6	3	4	3	2	12	4
1172	13	20	10	16	6	19	10	13	17	17	17	14	14	8	6	4	8	3	2	10	9	4	13	11	23	15	3	3	15	10
1173	21	9	3	2	1	7	5	7	5	10	2	6	6	5	2	1	8	3	1	7	2	1	6	3	15	6	4	4	7	5
1174	7	13	8	11	4	14	8	17	5	13	9	7	15	15	1	1	3	1	2	14	3	1	13	9	6	4	4	3	17	5
1176	17	13	11	7	4	8	8	5	9	13	1	5	9	9	5	1	4	2	1	2	1	1	8	6	2	8	2	1	6	8
1177	1	13	9	2	1	6	1	4	3	4	3	2	5	6	1	1	5	1	1	5	4	2	4	1	1	2	10	2	1	6	1
1178	6	1	1	4	2	6	1	4	3	10	3	5	2	6	1	1	2	1	1	4	1	1	6	1	5	1	1	1	6	1	10
1181	9	10	10	1	1	10	1	10	4	10	6	5	10	8	1	1	1	1	1	10	3	1	10	1	10	3	1	1	10	3	3
1182	2	2	1	5	1	11	5	3	8	5	6	5	6	8	1	1	2	1	1	3	7	3	1	6	2	1	2	3	8	3	3
1184	15	11	1	8	7	15	12	14	3	14	1	13	2	12	2	1	2	1	1	5	7	1	12	2	11	2	3	3	11	3	7
1185	36	17	30	16	15	35	13	32	16	21	26	20	24	17	11	11	8	1	1	21	11	3	23	25	19	26	7	40	7	7
1187	21	21	1	21	1	21	1	21	1	21	1	21	1	21	1	1	1	1	1	21	1	1	21	1	21	1	1	1	21	1	1
1188	17	16	1	15	1	17	1	17	1	17	1	2	15	1	1	1	1	1	1	17	1	1	17	1	5	6	1	1	17	1	1

| LOCAL UNION NUMBER | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st General Vice-Pres.		2nd General Vice-Pres.		General Secretary		General Treasurer		1st District		2nd District		3rd District				4th District			5th District		6th District			7th District	
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. FOTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1530	12	12		12			12		12		12		12		12						12				12			12	
1531	10	10		8		1	10		7	2	10	1	9		8			1		6	2	1		7	2	6	1	4	10	
1532	12	5		8		1	1		4	8	6	6	10		2			1		10	2	1		10	2	9	1	2	3	
1533	15	4		5		3	5		6	4	5	4	4	5	4	2		1		5	4	3		5	4	2	8		3	5
1536		1	6	2	8	2		10	1	1		9	5	10		7		1		1	9			1		1		10	1	9
1539	11	12	9	3	10		14		14		11		11		2					7	2			14					14	
1541	18	20	21	2	18	2	19	1	20		18	2	18	2	20				2	1	18			20				18		
1543	31	32		2	27		31	1	28		31	3	34		32					2	30			32				30		
1544	9	9	21	3	6		9		9		9		9		8					4	5			9				9		
1545	18	18			18		18		18		18		18		18					8	18			18				18		
1547	11	4	7	1	1	1	13		8		5		6		5					4				4				2	9	
1548	129	129	1	87	42	1	129	1	129	1	129	1	129	1	129	1				2	129			129				129	1	
1550	21	15	7	11	8		21		8		14	8	9	14	10	3	1	7	1	4	11	6		12	10	6	3	14	13	10
1551	12	7	8	1	13	2	16		11	5	12	4	10	6	11		1	4		3	1	10		5	10	8	6	2	9	6
1552	1	1	11	4	4	4	8	3	8	4	8	4	9	3	10					4	6	2		6	6	8	1	3	12	
1553	7		12	5	3	1	6		5	4	6		4	5	5					4	1	3		6	3	1	5	1	6	3
1555	19	8	4	1	17	2	22		20	2	22		1	21		1		2		4	4	14		20	2	1	3	1	10	12
1561	5	7	3	2	6		10		2	8	5	4	3	6	6			1		2	5	2		7	3	7	1	2	1	6
1562	10	9	6	1	14		10		10	5	10	5	11	4	14			1		3	3	8		11	4	11	2	2	12	3
1565	157	152	15	126	23	12	114	16	43	14	136	25	140	16	110	4	1	9	109	5	18	9	132	12	114	6	18	125	15

| LOCAL UNION NUMBER | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st General Vice-Pres.			2nd General Vice-Pres.		General Secretary		General Treasurer		1st District	2nd District	3rd District					4th District			5th District	6th District			7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1598	1	1	43	.	3	41	2	41	3	40	2	43	1	44	1	38	.	2	2	36	4	1	2	2	42	1	40	3	2	43
1599	16	11	5	12	2	2	16	.	10	6	14	2	12	4	14	1	.	1	.	16	.	.	.	15	1	11	1	4	14	2
1600	4	3	12	3	.	11	6	9	2	11	2	13	1	14	5	7	1	.	1	12	.	.	1	3	12	4	10	.	2	13
1602	42	40	7	15	33	.	43	5	43	5	41	6	37	11	38	.	2	7	1	12	34	2	.	43	5	37	6	5	43	5
1605	5	4	8	3	7	2	3	9	4	8	3	9	1	9	6	2	.	3	.	1	4	3	.	6	5	6	6	.	5	6
1606	14	13	1	11	3	.	12	2	11	3	8	6	11	3	6	4	2	2	.	9	4	1	.	10	4	9	5	.	2	12
1607	32	32	.	.	32	.	32	.	32	.	32	.	32	.	32	.	.	.	.	.	32	.	.	32	.	32	.	.	32	.
1610	6	7	12	1	6	12	3	16	4	14	16	3	2	17	.	3	5	.	.	.	2	10	5	13	5	4	13	.	19	.
1613	28	28	.	.	28	.	28	.	28	.	28	.	28	.	28	.	.	.	.	.	2	28	.	28	.	28	.	.	28	.
1615	26	27	.	5	19	4	28	.	28	.	25	1	27	.	15	1	4	7	.	.	.	23	1	26	2	28	.	.	28	.
1616	6	5	4	5	2	2	6	3	7	2	5	4	7	2	5	1	1	2	.	.	4	4	.	8	1	4	2	3	7	2
1618	5	37	5	35	3	5	39	4	38	4	14	29	39	3	16	26	1	.	.	34	8	.	1	9	33	29	5	9	40	3
1620	7	7	4	11	7	3	11	4	9	6	10	5	6	9	7	2	1	3	1	4	3	8	.	10	5	8	4	3	11	4
1621	13	13	.	3	10	.	13	.	13	.	13	.	13	.	13	.	.	.	.	3	8	2	.	13	.	12	.	1	11	2
1623	5	8	4	7	2	3	11	1	8	4	7	4	7	4	8	2	.	2	.	4	5	2	1	7	5	8	.	.	6	5
1626	29	25	3	20	9	.	23	6	19	10	20	8	21	8	25	2	1	.	1	9	5	14	.	27	1	24	5	.	24	4
1633	24	24	.	24	.	.	24	.	24	.	24	.	24	.	24	.	.	.	.	24	.	.	.	24	.	24	.	.	24	.
1635	77	77	.	.	77	.	77	.	77	.	77	.	77	.	77	.	.	.	.	.	77	.	.	77	.	77	.	.	77	.
1636	8	3	21	4	.	20	6	17	7	15	4	19	5	19	3	14	4	.	.	4	.	.	.	6	17	6	16	2	5	18
1639	22	16	11	15	9	3	18	8	15	11	16	8	17	9	10	4	3	8	1	9	13	2	1	15	9	17	8	3	9	16

General Executive Board

| LOCAL UNION NUMBER | General Executive Board | | |

| LOCAL UNION NUMBER | General President | General Executive Board | | |

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	General Executive Board											
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	F. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1704.	51	54	5	4	49	5	46	11	38	20	41	14	44	13	45	..	3	1	6	6	43	5	2	46	9	46	4	4	53	3
1707.	14	14	..	14	..	..	14	..	13	1	12	2	14	..	12	..	2	..	..	12	2	..	..	14	..	14	..	..	14	..
1709.	4	11	6	3	3	9	15	..	8	7	7	8	9	6	6	5	1	2	1	4	3	5	3	6	9	7	6	2	10	4
1712.	8	2	5	3	4	3	7	3	5	5	3	7	4	5	6	2	..	2	..	5	1	4	..	6	4	4	5	1	8	2
1715.	28	..	28	..	6	21	1	28	..	23	5	28	..	7	27	1	..	..	..	2	2	26	..	26	2	27	1	..	26	2
1717.	130	38	116	45	35	91	40	112	52	88	77	96	66	109	49	26	17	18	17	24	27	94	11	101	52	98	33	27	116	40
1722.	3	7	2	8	1	2	6	4	6	5	5	3	7	3	7	6	..	1	..	7	..	3	..	3	8	3	5	2	3	6
1725.	7	16	1	23	2	7	14	7	17	5	19	4	19	2	21	12	..	2	..	1	22	..	..	9	15	1	19	4	6	18
1730.	8	1	8	1	3	1	5	9	..	9	..	8	1	8	1	1	..	..	..	3	6	..	..	8	1	8	1	..	7	2
1731.	13	..	3	10	11	2	..	11	2	6	7	4	9	13	..	..	..	..	..	3	2	8	..	7	6	5	1	7	7	6
1733.	12	3	7	8	5	7	2	15	..	6	9	5	10	4	11	8	..	5	2	..	1	8	4	10	5	..	9	6	2	13
1735.	12	2	4	9	9	1	4	12	2	3	10	10	2	9	4	4	5	1	2	2	11	..	..	4	9	1	4	9	1	13
1736.	30	..	30	..	..	30	..	30	..	30	..	30	..	30	..	..	..	..	..	..	30	..	..	29	1	30	..	..	30	..
1738.	10	3	13	1	6	4	3	10	4	9	5	6	7	14	..	..	..	6	1	3	6	5	..	8	6	9	1	3	7	7
1742.	73	..	73	..	..	73	..	73	..	73	..	73	..	73	..	..	..	..	..	..	11	73	..	73	..	73	..	..	73	..
1743.	12	2	13	1	..	12	2	13	1	13	1	11	3	12	2	1	..	2	..	1	11	2	..	12	2	11	2	1	11	3
1744.	18	..	18	..	..	18	..	18	..	18	..	18	..	18	..	..	..	..	..	1	18	..	..	18	..	18	..	..	18	..
1747.	55	51	242	31	28	239	74	223	46	233	259	63	68	205	29	35	12	12	19	27	30	29	19	43	56	30	50	26	62	62
1748.	2	3	44	1	2	42	2	45	3	43	3	43	..	46	1	46	..	..	..	45	1	2	..	1	45	2	45	..	3	44
1750.	204	188	21	29	170	3	194	10	184	9	175	10	179	7	163	7	1	1	..	11	135	21	..	158	8	168	12	..	159	7

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1753.	19	2	11	10	3	4	14	15	6	16	5	8	12	9	5	11	..	1	3	5	11	4	1	3	18	8	11	1	14	6
1754.	3	4	5	3	6	3	..	8	8	..	1	4	2	2	7	8	..	1	..	3	5	1	..	3	5	8	..	1	4	5
1757.	31	..	25	4	8	23	..	29	2	29	2	27	4	28	3	25	4	1	1	10	20	1	..	30	1	28	..	3	29	2
1761.	8	1	2	7	1	2	6	7	2	6	3	..	9	8	1	4	..	5	..	3	5	..	1	4	5	..	6	3	5	4
1763.	15	..	14	1	..	15	1	15	..	15	..	..	14	..	..	15	..	..	..	2	13	..	..	14	..	14	..	1	15	..
1765.	22	..	16	5	7	11	1	20	2	20	2	10	10	11	9	22	..	..	..	3	13	6	..	21	1	14	7	1	19	2
1766.	2	12	4	11	2	10	3	9	6	6	9	7	8	6	9	10	..	1	3	9	..	6	..	10	5	7	4	4	8	7
1767.	8	2	5	4	5	2	2	9	1	8	2	4	5	3	6	2	..	2	1	2	6	2	..	4	5	4	4	2	7	3
1769.	11	..	8	1	..	2	..	10	1	11	..	11	..	4	2	..	..	..	..	..	9	1	..	11	..	9	..	2	10	1
1770.	..	7	..	7	..	..	..	6	1	3	..	3	4	2	5	4	..	..	..	5	2	..	..	7	..	1	5	1	5	2
1774.	5	4	..	6	1	4	2	4	3	2	6	4	2	4	3	1	..	1	1	..	2	3	1	4	3	5	2	1	4	4
1775.	59	..	59	..	..	59	..	59	..	59	..	59	..	..	..	59	..	..	..	..	59	..	..	59	..	59	..	..	59	..
1776.	42	6	29	18	24	17	5	32	18	27	18	26	20	19	24	20	2	3	16	4	3	17	24	3	40	8	23	10	15	20	23	7
1777.	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	..	..	..	..	..	7	..	7	..	..	..	7	..
1779.	22	57	24	55	13	48	7	38	40	23	53	22	51	15	59	15	35	10	13	..	26	18	12	10	18	58	12	61	..	4	72
1783.	1	6	3	4	2	2	3	6	1	2	4	6	1	1	6	1	..	..	1	5	5	1	..	1	2	4	..	4	3	3
1784.	17	297	21	274	57	14	234	65	233	8	215	25	280	39	258	9	233	23	11	21	148	90	28	32	52	241	42	182	79	56	240
1785.	15	19	21	13	15	4	14	14	18	8	26	7	27	16	17	10	10	6	4	3	9	8	13	4	11	22	11	15	7	21	18
1787.	14	5	11	8	7	8	4	16	3	15	4	15	4	12	7	11	1	..	2	3	15	2	1	1	12	6	12	4	3	14	5
1790.	125	35	124	33	30	98	24	123	31	117	37	112	35	109	35	114	26	2	4	4	18	12	112	3	121	33	114	29	5	114	33

LOCAL UNION NUMBER	General President	1st General Vice-Pres.			2nd General Vice-Pres.		General Secretary	General Treasurer	1st District	2nd District	3rd District						4th District			5th District	6th District		7th District
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1793.	113	..	113	..	..	113	..	113	..	113	..	113	..	113	..	..	..	..	..	..	..	113	..	..	..	..	113	..	..	113	..
1795.	15	..	15	..	1	14	..	2	13	1	14	12	3	13	2	15	..	..	..	..	..	15	..	..	13	2	14	1	..	14	1
1796.	4	6	2	8	4	1	5	1	9	4	6	..	..	..	7	..	..	..	4	..	..	..	..	..	..	..	1	4	5	..	..
1797.	8	2	4	6	3	3	4	9	1	8	2	6	4	3	7	6	..	4	..	..	..	1	1	4	2	8	3	2	5	7	3
1798.	5	11	7	9	4	6	13	3	3	4	12	11	5	5	11	8	3	2	1	2	1	8	3	4	10	6	7	4	5	2	14
1799.	6	42	24	20	12	27	5	31	17	24	22	28	15	29	14	24	8	2	1	12	2	12	13	9	29	14	16	16	11	40	13
1800.	2	9	..	11	3	1	7	11	..	1	10	2	9	4	7	..	8	..	3	..	..	8	1	1	1	3	8	..	..	5	6
1802.	27	..	23	1	..	26	1	27	..	26	1	26	1	26	1	1	..	1	25	..	..	1	26	..	25	2	27	..	..	27	..
1803.	7	..	7	..	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	5	..	..	7	..	2	..	7	..	..	7	..
1805.	49	13	44	17	19	24	18	40	19	38	20	47	13	40	18	46	6	6	2	3	5	14	38	6	48	12	47	7	7	41	21
1806.	8	..	8	..	..	8	..	8	..	8	..	8	..	8	..	8	..	..	..	..	..	..	8	..	8	..	8	..	..	8	..
1809.	4	4	5	3	1	5	2	4	4	6	2	5	3	5	3	4	1	..	3	..	..	3	..	3	7	1	6	2	..	6	2
1813.	21	25	13	35	10	25	11	31	18	17	31	18	29	20	25	15	10	5	6	10	..	23	5	11	24	23	19	20	11	29	18
1817.	11	2	11	2	2	2	9	12	..	13	..	11	2	6	5	2	..	..	..	..	..	3	10	3	11	2	10	..	3	12	1
1818.	3	5	3	5	4	2	2	7	1	7	1	2*	6	5	3	6	1	..	1	..	..	3	2	1	7	1	5	1	2	3	5
1819.	6	3	3	6	1	4	4	5	4	7	2	5	4	6	3	4	1	1	2	1	1	2	4	2	7	2	1	5	3	5	4
1820.	..	62	3	59	..	..	62	5	57	2	60	3	59	..	62	1	55	4	1	1	1	58	1	2	..	60	..	61	1	..	62
1824.	32	17	38	11	27	10	13	36	13	36	14	30	18	34	15	21	12	1	3	13	..	18	11	16	5	18	30	28	11	10	42
1825.	9	2	6	5	5	4	2	8	3	8	3	3	8	8	3	4	2	..	5	..	..	5	2	3	1	9	2	6	2	3	4
1829.	11	..	11	..	7	..	4	11	..	11	..	7	4	1	10	11	..	..	..	..	..	11	..	..	..	..	11	..	11	..	11

LOCAL UNION NUMBER	General President	1st General Vice-Pres.	2nd General Vice-Pres.	General Secretary	General Treasurer	1st District	2nd District	3rd District	4th District	5th District	6th District	7th District
	JAMES KIRBY	ARTHUR A. QUINN	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	L. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1321.																													
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1370.																													

| LOCAL UNION NUMBER | General Executive Board | | |

| LOCAL UNION NUMBER | General Executive Board | | |

VOTES OF LOCAL UNIONS NOT COUNTED FOR HAVING NO DATE OF ELECTION ON RETURNS.

LOCAL UNION NUMBER	General President	1st General Vice-Pres.		2nd General Vice-Pres.	General Secretary		General Treasurer	1st District		2nd District	3rd District				4th District			5th District	6th District		7th District
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
70.	9	37	18	24	33	5	9	17	30	18	27	31	15	21	24	11	13	17	4	3	19	7	13	6	23	21	18	18	10	36	11
186.	11	13	4	22	7	7	10	12	14	14	13	11	16	12	13	12	7	1	3	1	12	7	2	4	13	12	4	15	6	12	13
230.	6	5	1	10	. .	2	8	9	2	6	3	4	6	2	8	3	4	1	2	. .	7	2	1	. .	7	3	2	7	1	5	5
332.	8	20	12	16	15	7	6	20	8	17	11	16	12	15	12	12	2	2	11	1	15	6	2	4	15	11	16	9	2	23	4
379.	21	4	17	7	11	8	6	18	7	17	8	19	6	16	8	18	2	. .	1	2	6	14	3	1	19	6	16	7	2	21	4
459.	28	13	33	8	13	16	11	25	14	19	22	20	22	20	20	23	2	. .	1	2	9	11	9	8	23	15	25	10	4	25	12
502.	12	. .	10	2	. .	5	5	12	. .	4	8	14	12	6	6	4	6	. .	1	1	3	6	3	. .	6	6	7	1	4	7	5
580.	13	3	9	6	1	14	1	12	4	10	4	14	2	13	3	13	2	. .	2	. .	1	13	1	. .	16	. .	13	3	. .	15	1
711.	2	27	. .	28	. .	. .	29	4	24	2	26	. .	29	2	27	2	16	. .	2	9	18	1	1	9	. .	28	3	15	10	4	25
789.	8	5	6	6	6	2	4	11	1	10	2	9	4	8	5	1	1	. .	10	. .	6	4	2	. .	10	3	8	5	. .	11	1
820.	1	9	. .	10	3	1	5	5	4	2	7	2	7	5	4	3	. .	2	1	3	2	4	2	. .	4	5	3	5	1	7	3
865.	7	15	11	12	7	5	9	8	14	14	8	13	9	9	13	11	5	1	2	3	1	10	. .	11	10	12	14	1	7	8	14
911.	7	2	5	4	6	2	1	9	. .	6	3	8	1	7	2	3	3	. .	1	2	4	2	1	1	4	5	4	4	1	5	4
956.	16	1	14	. .	14	2	. .	17	. .	14	2	15	1	17	. .	14	1	. .	1	. .	7	7	1	1	15	1	12	4	1	13	3
966.	6	. .	5	. .	1	4	. .	. .	26	1	26	. .	1	. .	. .	6	. .	. .	. .	. .	5	. .	1	. .	1	5	5	. .	1	. .	6
978.	1	26	1	26	1	. .	26	1	26	1	26	2	25	2	25	2	25	. .	. .	. .	27	. .	. .	. .	2	25	2	23	2	2	25
1093.	16	3	16	3	16	3	. .	17	1	18	1	17	1	18	1	18	1	. .	. .	. .	4	11	. .	4	14	5	15	2	2	19	. .
1095.	5	1	6	. .	. .	6	. .	6	. .	4	2	4	2	6	. .	6	. .	. .	. .	. .	. .	6	. .	. .	3	3	4	. .	2	4	2

LOCAL UNION NUMBER	General President		1st General Vice-Pres.		2nd General Vice-Pres.			General Secretary		General Treasurer		1st District		2nd District		General Executive Board												5th District		6th District		7th District	
	JAMES KIRBY	WILLIAM G. SCHARDT	ARTHUR A. QUINN	A. M. SWARTZ	J. D. McKINLAY	WILLIAM L. HUTCHESON	P. J. CARLSON	FRANK DUFFY	R. E. L. CONNOLLY	THOMAS NEALE	OLIVER COLLINS	T. M. GUERIN	CHARLES H. BAUSHER	D. A. POST	GEORGE MYERS	JOHN H. POTTS	K. G. TORKELSON	HARRY HAIGH	ROLAND ADAMS	JOHN G. MEILER	JAMES P. OGLETREE	A. M. COPELAND	FRANK A. MULLAN	T. J. NAUGHTIN	HARRY BLACKMORE	JOHN WALQUIST	WILLIAM A. COLE	FRED CHESHIRE	DAVID RYAN	ARTHUR MARTEL	DONALD McLEOD
1115	19	1	18	2	5	12	2	17	1	18	1	18	1	18	3	. .	9	3	2	5	4	2	4	9	2	17	1	4	14	2	17
1118	4	17	3	15	2	4	20	1	17	4	1	18	3	15	3	16	. .	. .	3	1	12	. .	6	1	17	3	13	. .	6	13	5
1166	12	. .	12	7	6	2	11	1	11	1	3	5	7	11	1	7	. .	. .	3	2	4	2	6	. .	7	5	6	4	2	9	3
1171	9	4	7	6	6	5	9	4	10	3	1	7	5	8	4	6	1	1	4	. .	6	2	4	. .	5	7	7	3	3	10	3
1191	28	16	22	18	9	25	32	10	28	15	15	27	11	19	22	9	21	3	4	6	7	22	7	2	16	25	9	14	11	19	4
1219	11	7	17	5	10	6	16	5	26	1	1	14	8	12	9	10	4	1	7	. .	14	6	3	. .	16	5	14	3	5	17	4
1233	50	9	37	10	23	29	4	43	9	47	9	50	6	44	12	42	3	5	2	. .	24	18	11	. .	53	3	41	4	9	42	13
1303	1	8	. .	9	. .	3	6	1	7	1	8	1	7	1	8	1	4	. .	3	1	5	. .	3	1	1	8	1	6	2	. .	8
1325	11	110	15	105	13	10	94	13	103	10	109	10	105	11	107	11	89	10	5	12	83	18	9	6	16	101	9	97	12	2	127
1331	9	5	6	8	2	3	8	9	3	5	8	12	1	7	3	4	4	2	3	. .	2	8	3	. .	5	8	7	4	2	9	2
1361	20	4	13	11	6	5	7	13	11	13	11	14	10	13	9	12	6	. .	3	2	8	4	9	. .	15	9	11	8	5	12	12
1406	9	2	7	4	3	4	4	7	4	8	3	5	6	2	9	4	2	1	3	1	2	6	2	1	6	4	3	3	5	5	6
1471	12	7	9	11	4	11	4	18	2	6	14	12	6	11	8	11	1	2	5	. .	. .	3	11	6	12	7	9	7	3	8	11
1503	11	. .	14	. .	14	. .	. .	14	. .	14	. .	2	12	14	. .	3	26	. .	11	. .	. .	. .	1	. .	14	. .	14	. .	. .	14	. .
1532	3	28	. .	29	1	27	5	26	1	5	26	3	28	2	29	. .	. .	. .	1	1	26	1	3	1	3	28	1	27	. .	3	28
1558	11	. .	11	1	. .	14	. .	14	. .	14	. .	4	6	8	2	8	. .	. .	1	. .	. .	14	. .	. .	14	. .	14	. .	. .	14	. .
1562	6	. .	1	. .	1	4	8	3	5	15	3	10	8	5	13	6	1	. .	1	. .	4	1	3	1	4	5	7	1	1	9	. .
1587	10	9	6	11	4	10	4	10	8	15	3	10	8	5	13	6	1	1	9	. .	2	7	4	5	1	15	3	5	3	8	11
1760	2	8	8	7	19	2	. .	25	2	25	2	25	2	25	2	25	2	. .	. .	. .	2	25	. .	. .	18	9	15	2	4	25	3
1786	11	155	11	115	35	12	121	19	151	56	103	42	120	44	119	7	122	17	. .	18	72	24	35	24	59	105	101	28	34	69	96

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | | 2nd General Vice-Pres. | | General Secretary | | General Treasurer | General Executive Board | | |

VOTES OF LOCAL UNIONS NOT COUNTED FOR NOT HAVING SEAL OF LOCAL ON RETURNS.

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

VOTES OF LOCAL UNIONS NOT COUNTED, NOT BEING PROPERLY ATTESTED.

| LOCAL UNION NUMBER | 917. | | |

VOTES OF LOCAL UNIONS NOT COUNTED, ELECTION BEING HELD TOO EARLY.

| LOCAL UNION NUMBER | General President | 1st General Vice-Pres. | 2nd General Vice-Pres. | General Secretary | General Treasurer | General Executive Board | | |

VOTES OF LOCAL UNIONS NOT COUNTED, ELECTION BEING HELD TOO LATE.

| LOCAL UNION NUMBER | General Executive Board | | |

VOTES OF LOCAL UNIONS NOT COUNTED, RETURNS BEING RECEIVED TOO LATE.

| LOCAL UNION NUMBER | General Executive Board | | |

Union Made Mitre Boxes

The International Association of Machinists desires to call the attention of the members of the Brotherhood to the fact that their union turns out steel mitre boxes, which, of course, all bear the label. It is understood that these boxes are not a part of the carpenter's kit of tools and that they should be purchased by the employer, but it is the desire of the International Association to have the union carpenters use their influence towards having the contractors and other employers furnish union made mitre boxes only, if they use steel ones. In this way, it is hoped, a demand will be created for union-made boxes.

An Effective Way to Abolish Child Labor

Editor The Carpenter:

The very able and timely article in the December Carpenter on the "Union Label" prompts me to call attention to the nation-wide war now being made on the employers of child labor.

This evil is of such magnitude and its effects so disastrous to future generations that the very perpetuity of the nation as well as the future progress of civilization is at stake if allowed much longer to continue.

The victims of this evil are the children of the workers and the sovereign remedy is to insist that everything the nation uses, makes, builds or buys, from a needle to a battleship, should be made by union men, of union material, and under union conditions.

We are building a mighty navy to cope with the future possible enemies of the country, apparently not recognizing that the employers of child labor are doing more damage to the present and future welfare of the republic than that which all the foreign enemies of our country could possibly inflict.

Fraternally yours,
ALEXANDER LAW, L. U. 340.
President, Eight-Hour League of America.

Booher Convict Labor Bill

To Secretaries of State Federations and City Central Bodies:

The following is official, and you are urged to secure compliance with the request contained therein. Prompt action is essential.

SAMUEL GOMPERS,
President A. F. of L.
FRANK MORRISON,
Secretary A. F. of L.

The Booher convict labor bill, which passed the House of Representatives during the last session of Congress, was before a sub-committee of the Senate judiciary committee on January 3, and favorable report is expected to be made to the full judiciary committee. Senator Brown of Nebraska is chairman of the sub-committee. The Booher bill provides:

"That all goods, wares and merchandise manufactured, produced, or mined, wholly or in part, by convict labor, or in any prison or reformatory, transported into any state or territory, or remaining therein for use, consumption, sale, or storage, shall, upon arrival and delivery in such state or territory, be subject to the operation and effect of the laws of such state or territory to the same extent and in the same manner as though such goods, wares and merchandise had been manufactured, produced or mined in such state or territory, and shall not be exempt therefrom by reason of being introduced in original packages or otherwise."

It is important that all state federations, central bodies and local unions should take favorable action looking to have communications, under official seal, forwarded to their United States senators and to the members of the Senate judiciary committee, as well, urging that the Booher convict labor bill—H. R. 5601—be favorably reported to the Senate and passed. The Senate judiciary committee is composed of the following members:

Clark of Wyoming, chairman; Nelson of Minnesota, Dillingham of Vermont, Sutherland of Utah, Brandegee of Connecticut, Borah of Idaho, Brown of Nebraska, Cummins of Iowa, Root of New York, Bacon of Georgia, Culberson of Texas, Overman of North Carolina, Paynter of Kentucky, Chilton of West Virginia, and O'Gorman of New York. There is one vacancy upon the committee, Senator Rayner of Maryland having recently died.

Prompt action upon the part of the organizations of labor will have much influence in securing the passage of this measure, which has the endorsement of the American Federation of Labor. Address all communications to Senate Office Building, Washington, D. C.

Saskatoon City Council Recognizes Union Labor

Editor The Carpenter:

The enclosed copy of a by-law passed by the city council may be of some interest to readers of The Carpenter. The mayor of our city is also endeavoring to have the school board adopt a similar by-law, and I am soon to meet the members of the board to discuss the matter with them. At present the school buildings are being built by one of the worst scab firms in Canada. As this city builds about two eleven or twelve-room school houses per year, if we can get this firm regulated by legislation we'll be going some.

His worship, the mayor, called me up yesterday and asked for a list of fair contractors, as he is going to have a residence built and also a department block. The secretary of the school board wanted to join the U. B. as an honorary member, so that he might study us at first hand. He was greatly disappointed when I explained to him the necessary qualifications. So we are making some progress! Fraternally yours,

F. J. BARTON,
B. A., L. U. 1390.

By-Law No. 571.

A by-law to regulate wages and hours of labor on municipal public works in the city of Saskatoon.

The council of the corporation of the city of Saskatoon enacts as follows:

1. Workmen and laborers employed upon municipal public work of the city of Saskatoon, either directly by the corporation or indirectly and through contractors, shall be paid a minimum scale of wages and shall work a maximum number of hours per week in accordance with the scales or schedules adopted by the various labor organizations of the city and in force upon the first day of June in each year, excepting in the case of the electrical workers, whose scale and schedule shall come into force on the first day of April in each year.

2. Copies of such scales or schedules shall be furnished to the city commissioners not later than the first day of February in each year, verified by the proper officers of the different labor unions or organizations belonging to the respective trades and occupations.

3. All overtime shall be paid for at the rate of time and one-half, or double time, according to the scales or schedules aforesaid.

4. In calling for tenders for city work the city commissioners shall insert in the instructions to bidders, general conditions or specifications, a clause requiring that the minimum scale of wages as above set forth shall be paid and the schedule of hours as aforesaid shall be observed by the contractor, and that all work, when practicable, shall be done by tradesmen of the trade to which such work properly belongs. A copy of this by-law shall be

furnished with the instructions to bidders to each tenderer.

5. Contractors doing work for the city shall deposit a certified copy of each of their pay sheets with the city commissioners within seventy-two hours of the date of such pay sheets, the said copy to be open to inspection by any rate payer.

6. The employes of the city belonging to any department of organized labor shall be paid the minimum scale of wages and work a number of hours per week not exceeding the maximum fixed by the scales or schedules of the labor unions in the various trades and occupations as above set forth.

7. No estimate shall be issued to any contractor nor shall any money be paid to him for work done under his contract with the city unless and until he has complied with the terms of this by-law.

8. Nothing herein contained shall be deemed to apply to contracts already let or to contracts for supplies or machinery where only part of the output of the firm or individual contractor is contracted for.

9. This by-law shall come into force and take effect on the day of the final passing thereof.

Read a first time this 5th day of November, 1912.

Read a second time this 5th day of November, 1912.

Read a third time and passed this 5th day of November, 1912.

JAS. CLINKSKILL, Mayor.

A. LESLIE, City Clerk.

Certified a true copy.

A. LESLIE.

Saskatoon, November 7, 1912.

The Bakers' Campaign

Editor The Carpenter:

For quite some time the organized bakery workers have been carrying on a systematic agitation against all non-union bakeries and particularly against the non-union plants controlled by the bread trust. Upon the outcome of this struggle depends the future existence and the further development of the International Union of the Bakery Workers, and these can only be secured through the enforced recognition of the bakers' organization.

The first step taken by any trust in its efforts to enslave the workers and to monopolize any industry is the attempted destruction of any organization of labor that might exist within that industry. If the trust is successful in this effort the road for the realization of its intentions is clear and these intentions are then being carried out without any regard whatsoever for the workers or for the consumers. The most pitiful wage and working conditions exist today in the meat, sugar, cracker and steel industries, which have been monopolized, as everybody knows today. Through the destruction of their union the workers have been deprived of all rights of self-determination and of all possibilities to improve their condition. In spite of this the prices of the products in these industries are being constantly increased. Surely the "impudent" and "excessive" demands of the workers are here not to blame, for in spite of the steady increases in the prices, the conditions of the workers continuously deteriorate.

The bread trust, a combination of non-union bakeries, harbors like intentions. The unions of the bakery workers are to be ruined, the workers are to be suppressed and the bread market is to be monopolized. The non-union baking concerns in connection with the bread trust are conducting a destructive battle against the organization of the bakery workers. They are now confronted with the alternative of a complete defeat or of a decisive victory. In the hands of the bread consumers, and particularly in the hands of the organized and class-conscious workers, lies the final decision. Next to the workers who produce the bread, those who eat the bread are the most important elements in this struggle.

To enrich the non-union bakeries and the bread trust without any consideration being given to the recognition of the union, means to destroy the organization

of labor. For these reasons for months an energetic campaign and agitation for the union label of the bakery workers has been carried on. The American Federation of Labor, central bodies, progressive organizations and thousands of bread consumers who sympathize more with the efforts of the union than with those of the bread trust, have endorsed the union label of the bakery workers, and they patronize union-made bakery products. Only active support can be of any benefit to the bakery workers, and the recognition of the union label must become a dominant fact.

A decisive victory of the bakery workers was won recently in Scranton, Pa., against all non-union bakeries through the solidarity of organized labor. A like campaign is now being instituted in all parts of the country and the bakery workers are waging it with great enthusiasm. Special efforts will be made in the district covering Dayton and Cincinnati in order to accomplish what has already been achieved in other districts and which ought to be possible in this district with the support of the working class. "Bread with the union label, and nothing but union-made bread," must become the watchword of the bread consumers in order to make possible a victory of the union over its enemies. It has always been the same request, the same appeal, but it becomes more important from day to day, from week to week, from year to year.

The General Baking Company, a trust concern, which controls the brands of Butter-Krust and Butter Nut bread, spent over $100,000 in Buffalo in order to ruin the local union of the bakers there. The Ward Bread Company is being driven by the same aspirations, and wherever Tip Top bread without the union label is in the market it simply proves that the interests of organized labor are being ignored. In order to prevent the introduction of such conditions of slavery, as they exist in the steel industry, the fight was taken up by the bakery workers. Upon the economic field the union label is our most important weapon. Its power depends upon the support which it receives from the workers generally. With great hopes the bakery workers take up the struggle in the new district and they expect good results from the active participation of all organizations which are interested in this campaign and desirous of exercising their solidarity in behalf of the cause of the organized bakery workers. The recognition of the union label and the exclusive patronage of union-made goods serves progress and aids in the improvement of working conditions of members of an organization which for nearly thirty years uninterruptedly and incessantly has fought for the rights of labor.

Fraternally yours,

CHARLES F. HOHMANN,

Editor, The Bakers' Journal.

God Bless the Ladies!

Editor The Carpenter:

In the trade union movement a new force is arising which will exert a greater influence than that which has gone before it. After years of struggle and strife, during which the earnings of trade unionists were turned into the hands of their enemies and often used against them in their battles for better conditions in life, the wives and daughters of trade unionists are now banding together and pledging themselves to spend these earnings in stores and for goods that carry the union label. God bless the ladies' auxiliaries—and God will bless them! Let those who dare, sneer and revile. Let them revive the claptrap of "strongminded females," etc. Their talk and themselves will wither before the efforts of the true-hearted ladies who are taking on themselves their share of the battle that we have been waging for centuries, and who are organizing all over the country today. Storekeepers and others will soon recognize that those who have the spending of our earnings are in earnest in the work they have in hand.

Rightly and justly woman is taking her place by the side of her father, her brother, and her life companion in this war,

which must be won, for the conditions of life we hope to leave to our children. And armed as she is with the most effective weapon known to this age—money in her pocket—she will soon overcome all material obstacles and drive into disreputable oblivion those who rant and rave about "classes" and "conditions."

I am old—sixty-nine summers have passed me by. I have been in the thick of the fight many times, but I have never had such high hopes for the success of our movement as I have today. The inauguration of a ladies' auxiliary in connection with our local and the good work it has already done in driving scab bread out of some of our stores, plainly indicates that the most effective force in the economic field is making itself felt.

Let the good work go on! Let every local have its ladies' auxiliary and business will have to bow to them. Then can we speak with more authority to the bosses who will have to contend with the new public opinion which the ladies' auxiliaries will create.

Fraternally yours,
M. F. LAMBERT, L. U. 325.
Paterson, N. J.

Late Happenings in the World of Labor

President Taft has renominated Chas. P. Neill for the position of Commissioner of Labor.

William Sulzer, the forty-second governor of New York, in his inaugural address on New Year's day, outlined several reforms in behalf of the workers that he desired to see enacted into law. Among these were an advanced form of the legal minimum wage and a new compensation law.

As a result of a five days' vote from December 18 to 22, the New York City Garment Workers struck on December 30. By January 10 at least 110,000 were out, and by the 17th 175,000 people had struck. On January 13 a monster demonstration was held by the strikers, 85,000 men and women parading the streets for more than six hours.

The Public Service Corporation of New Jersey has issued a statement establishing a minimum wage of $9 per week for women and girls in its employ.

The hearings before the arbitration board in the Chicago street car dispute came to a close during the first week in January. Fifteen thousand men employed on the surface street car lines are involved directly. The decision of the board, it is thought, will be announced shortly.

The immigration bill, carrying with it the literacy test advocated by the A. F. of L., passed the House of Representatives on December 18 by a vote of 179 yeas to 52 nays.

Senator LaFollette has introduced a bill in the Senate to limit the workday of women in the District of Columbia to eight hours, forty-eight hours to constitute a week's work.

A "protocol" was signed by 103 employers with the waist and shirt makers, on strike in New York with the other garment workers. Thirty-seven thousand waist and shirt makers were involved in the agreement. It is another victory won.

The Brotherhood of Locomotive Firemen will, not later than February 11, vote as to whether or not they shall strike for an increased wage. Thirty thousand firemen are involved in the matter.

The total immigration in the month of November was 94,739. The southern Italians again headed the list, 16,713 being admitted during that month; 11,856 were Poles and 9,496 Hebrews. One thousand one hundred and thirty were carpenters by trade.

Labor Day Sermon

On last Labor Day Rev. C. B. Wallor, the pastor of the First Baptist Church of Asheville, N. C., preached a sermon on "The Carpenter of Nazareth." The Rev. Mr. Wallor spoke in part as follows:

"A prophet is not without honor save in his own country." This peculiar adage is as true as it is old. One's home people have always been the last to appreciate. Let some stranger come into the community and do some mediocre

thing, if it happen to be a bit unusual, and folk go into a perfect furore; but let one of their own do something real worthy, achieve some real distinction, and they say, "Ah, he is just the son of the carpenter at the crossroads." People will lionize a stranger for doing something they utterly ignore in one of their own.

The words of the text were spoken in a spirit of sarcasm by Jesus' own people. The Master had just returned to His home village for the second time, and had begun to teach in the synagogue. Many mighty works had preceded His visit and marvelous power and demonstrations were accompanying His words that day. But the crowd of His fellow-townsmen would not accept Him.

These Nazarites made the common mistake of judging worth by surroundings. Good breeding is no mean heritage, but it doesn't always indicate worth, neither is a poor, humble parentage and an obscure home a sign of inferiority. Fools may be born in a manor house, and wise, great men in a hut, to-wit: Lincoln, Garfield and others. Lilies may grow in swamps; diamonds are found in the crudest carbon beds. Some of the greatest men of earth have come of lowly birth.

Success in life is within the reach of all who with earnest purpose and genuine determination will strive for it. Some one has said, "You cannot dream yourself into a character; you must hammer and forge yourself one." It is principle, purpose and pluck, not ancestry. Patience and preparation are great factors in making a life.

There are two great lessons to learn from "Jesus, the Carpenter."

1. The matchless dignity of toil. It is not common matter that Christ was a man of toil. He dignified toil and made it honorable. That is a glorious picture. Jesus, the man of Galilee, at the cabinet bench, a toiler, making an honest living by making honest furniture and implements of daily use. Toil is no longer dishonorable since Jesus honored it.

Well do I know that there is a certain element of humanity who spurn toil; but they belong to two classes, either the worthless element and baser sort, or the little parasites on the body politic, who themselves need to be spurned. What use have we for the lazy, good-for-nothing who won't work? How much more use can you find for the lassie who is ignorant of common household duties, or the aimless lounger of the corner, who prides himself that he is a gentleman of leisure?

Every young woman ought to be a graduate in "domestic science" and every young man ought to be trained in some vocation. 'Tis work that moves the world; 'tis the workers with hand and brain, hammer and pen, calling and profession, that set the world of time moving.

From giant-forests hewn
  And golden fields of grain;
From the furrowed hills and the belching
    mills
  With their fuel of hand and brain;
From the mountain's mine-dug depth
  To star paths made by men,
Sounds one vast song that rolls along
  And circles the world again.

Work—let the anvils clang,
  Work—let us sew the seam,
Let us bind the girth of the mighty earth
  With the music of our theme.
Sing as the wheels spin 'round,
  Laugh at the red spark's flight,
And life will flash from the sledge's clash
  Till all the land is light.

2. Christ is the common friend of the masses. Truly can it be said of the "Carpenter of Nazareth" that He is the friend of all mankind. He was not the friend of any class, high or low, but the friend of all. Of Him it was said, "The common people heard Him gladly." Why? He was their friend.

He made no discrimination—He befriended the poor, downcast and downtrodden. He, although He opposed the sins of those in "high places," did not blacklist and consign to a hopeless perdition, the rich. He was the friend of all. Herein lies the failure of modern socialism—in an effort to help the helpless and befriend the poor, the leaders of this new cult have blacklisted the more fortunate

classes; and instead of solving the world's social problem, it has widened the chasm. Jesus was the friend of all—He called all men, high and low, friends, and recognized all men as brothers.

After all, this is the only life worth living—helpfulness for others. The miserly life is the stigma of the hour.

Life were not worth the living.
If no one were the better
For having met thee on the way
And known the sunshine of thy stay.
Give as thy God is giving;
To no one be a debtor
So hearts shall faster beat for thee
And faces beam thy light to see.

Keep the Pickets Out

The legislature of this commonwealth is about to enact a child labor law. At least, that is what the present assembly is expected to do.

The legislature does not always do as expected, but in this case the pressure is so strong that assemblymen will likely follow the wishes of the people.

The big political bosses have a way of getting around legislators.

Corrupt business interests have a way of reaching and controlling the bosses.

Even a blind boss can see that the great progressive movement has gained such momentum that it must be heeded.

And the interests have had a similar rude awakening.

Therefore, they know that the demand of Pennsylvania for laws that will protect the lives and health of the children must be met.

But even if there is promised a law that apparently meets popular demand, it must be remembered that the treacherous influence of corrupt business interests is still present.

Laws have been passed that for the moment seemed satisfactory, but they were full of loopholes and did not prove effective.

Every State has had experience with such laws.

In New York there is a very clear demonstration of how insidious influences can weaken a law.

They have a sort of a child labor law in the Empire State. The people expected it to be very effective, but it was full of loopholes for the business interests that place a higher value on a few pennies than the life or health of a child.

New York's law permits children under 14 to engage in cannery and tenement house work.

An investigation recently made revealed the gravest abuses against children engaged in these lines.

New York's experience shows what Pennsylvania has to guard against.

Most of us believe that the legislature is going to enact a satisfactory child labor law.

But the friends of the measure must continue on guard, for it is just possible that employers of little children will be able to trick the legislature, or persuade the lawmakers to make exceptions that will prove just as harmful as the flaws in New York's laws.

Continued watchfulness is necessary.

And when the law is enacted, the people will have to see that it is enforced.

The people believe they have a law that prohibits the operation of company stores.

The Leader is showing the public just how many company stores are in operation.

So, if you have the interest of the children at heart, keep an eye on the child labor law as it passes through the legislature.

And after it is signed by the governor see that it is enforced.

That is part of your duty as a citizen.

Keep the pickets out.—Pittsburgh Leader.

The Blessing of Earth is Toil

This is the gospel of labor—
Ring it, ye bells of the kirk;
The Lord of Love
Came down from above
To live with the men who work.

This is the rose He planted,
Here in the thorn-cursed soil;
Heaven is blest
With perfect rest,
But the blessing of earth is toil.

—Herbert Halck.

Eight-Hour Laws

(Continued from Page 18.)

underpaid industries are those in which long hours prevail. Thus the workers not only gain leisure, which means time for self-improvement, cultivation of higher tastes, desires and aspirations, the opportunity to be something more than mere work animals, but they also gain the means for gratifying these desires and wants. Just a little more money means a little better home, a little better clothing, more comforts in the home, a book, perhaps some of the beautiful things in the world. A little more time from the workday means more sleep and rest for tired brains and muscles, that the workers may have keener minds and a chance to possess their own souls, to know something of human friendship and intercourse. So closely are the commonplace things of life interwoven with the infinite and ultimate that the shorter workday results in a better citizenship and manhood, a brighter womanhood and a happier childhood."

A Common Error

One of the common errors committed is that of using improper terms in discussing activities of labor unions. The term "closed shop" is frequently used, but is a misnomer, from a trade union standpoint. The American Federation of Labor stands for the "union shop," not the "closed shop." The only closed shops to be found are the shops that are closed to union men. Union men do not "close" union shops. The doors of unions are always open to all who are eligible. Any one discussing the ethics of labor unions no doubt desires to use the proper terminology in the discussion. The "closed shop" is not a synonymous term with the "union shop," although used by many writers to convey a similar meaning. The term "union shop," and not "closed shop" should be applied to all shops where union men are employed.

Don't do as others do, but do what you know is right.

Machinists Strike at E. C. Atkins Co.

The following resolution, introduced at the recent A. F. of L. convention at Rochester by Delegate H. J. Pfleger of the Indiana State Federation of Labor, was acted on in the following manner:

"Resolution No. 76—Whereas, Members of Machinists' Local 161, International Association of Machinists, have been and are now on strike at the plant of the E. C. Atkins Saw Manufacturing Company of Indianapolis, Ind., since August, 1911, for the right to organize and recognition of their organizations; and

"Whereas, Every honorable effort has been made by the Indianapolis Central Labor Union, the Indianapolis Building Trades and Metal Trades Councils, the Indiana State Federation of Labor, as well as the American Federation of Labor through Organizer John Lewis, to reach an amicable adjustment of this trouble, but without success, this being due to the fact that the said firm of E. C. Atkins Saw Mfg. Company, through its president, Mr. H. C. Atkins, has positively refused on all occasions to enter into any kind of an agreement that carries with it the recognition of the unions, but he (Mr. Atkins) has on a number of occasions made the open declaration that he was running his shop on the so-called "open shop" basis, and that he intended to continue to do so in the future; be it

"Resolved, That the American Federation of Labor in convention assembled pledges itself to do all in its power to continue to assist in this struggle for the right of the employes of the E. C. Atkins Saw Mfg. Company to organize and the recognition of their organization and that the Executive Council stand instructed to do whatever lies within their power to bring about the desired results and to carry this resolve into effect."

The committee reported as follows: "Your committee concurs in the resolution and recommends that the Executive Council do all in its power to assist in organizing the E. C. Atkins plant at Indianapolis, Ind."

On motion the report of the committee was adopted.

News Notes from Local Unions

Notice

Carpenters, stay away from Hillsboro, Texas. Conditions are very unfavorable at the present time. L. U. 397.

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Fort Lauderdale, Fla.—Carpenters are requested to stay away from this place. All along the East Coast work has slackened up alarmingly this month, and already we have several members out of employment. With other brothers coming in every day, the prospect is far from bright.

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Des Moines, Iowa.—Local Union 106 requests all union carpenters to stay away from this place during the winter, as many members of the United Brotherhood have come here lately and have found nothing to do. There is not enough work to keep half of our membership busy.

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Allentown, Pa.—The contractors of this city have had several articles published in New York, Philadelphia and other out-of-town papers, to the effect that carpenters are scarce in this place. This is not true. Our city is flooded with unemployed carpenters, and should therefore be avoided by all outside men who are looking for a job. Help L. U. 135 by staying away from Allentown.

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Worcester, Mass.—This District Council wishes to request all brothers to stay away from Worcester. In the winter time there is a big influx of carpenters into this place. Transients of all kinds, both union and non-union, try to get work here to the injury of our local men, many of whom are out of work. In justice to the D. C. of this place and to its members, heed this notice and stay away from Worcester.

Evansville, Ind.—Carpenters should stay away from this place for the present, as work is very dull and will from all appearances continue so for several months. The papers publish all over the country that we have buildings in erection and cause carpenters to come here. L. U. 90 would ask all traveling brothers to pay no attention to these statements and to stay away from Evansville.

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Rockford, Ill.—All carpenters are requested to stay away from this place until further notice. We have presented a new agreement to the contractors and same has not been accepted. Due notice will be given when a settlement is made. L. U. 792 asks all traveling brothers in all fairness to comply with this request.

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Norristown, Pa.—All outside brothers are requested to stay away from Montgomery county and vicinity for the present. There is very little work here and most of the brothers of the district are walking the streets.
MONTGOMERY COUNTY DISTRICT COUNCIL.

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Detroit, Mich.—Statements are being sent over the country and ads are being put in many newspapers that carpenters are wanted in Detroit and that their pay will be 55 cents per hour, although the scale is only 50 cents. All ads of this nature are placed in the papers by the Detroit Shipbuilding Company and the Manufacturers' Association of this city, with the object of flooding the town with labor. Communications have been received by the secretary of the Detroit District Council from all over the country on this subject. The shipbuilding company, instead of paying 55 cents as advertised, is only paying 37½ cents per hour and statements to the contrary are

absolutely false and misleading. We would therefore warn all brothers in other localities to avoid Detroit at the present time. We have not sufficient union work to keep our own men going and are having a hard fight to get desirable conditions.

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Savannah, Ga.—On October 14 last L. U. 256 of this place celebrated its thirteenth anniversary with an entertainment and refreshments in Eagles' Hall. President Thomas J. Naughtin was the toastmaster for the occasion, and performed his duties in a stellar manner. Robert Fechner spoke on the needed co-operation of the subordinate unions with the State body in securing the enactment of legislation which would benefit the laboring masses. W. S. Harris, an old worker for the cause of unionism, urged the need of the ladies' co-operation by joining the Woman's International Union Label League. E. McAuley briefly outlined the history and accomplishments of L. U. 256. Brother C. Black, "a Christian soldier in unionism," spoke of the strike situation in Augusta. A vocal solo by Miss Flood and a recitation by Miss Lillian Swinford completed the program. Much credit is due Brothers G. Elmgren and G. W. Linzer, who had charge of the affair, for the able manner in which they handled the matter.

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Hillsboro, Texas.—L. U. 397 recently held an open meeting in the K. of P. Hall in this place. A large number of friends of the members were present, including both sexes, as well as the brothers' wives and families. The special occasion for the meeting was the presence here of State Organizer U. S. Berry, who came in the interest of the Brotherhood. Brother Berry's address was most entertaining and instructive, showing forth clearly the great advantages of unionism. Other addresses on subjects pertaining to the objects and aims of the organization were as follows: "Why We Should Organize," B. Y. Cummings; "Organized Labor as Seen by the Contractor," T. A. Boswell; "Organized Labor as Seen by the Business Man," H. H. Simmons; "In Unity There Is Strength," Paul Fuqua; "Some of the Principles of Unionism," V. L. Shurtleff. Rev. W. D. Brown offered the invocation at the opening of the meeting. The intervals between the speeches were enlivened by excellent music that had been provided for by the arrangements committee. At the conclusion of the program refreshments were served. All in all, the affair should have a most beneficial influence on the local's standing in Hillsboro.

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Waco, Texas.—L. U. 622 requests all traveling brothers to stay away from Waco. We have fair prospects for spring work, but have plenty of men to do it. We are trying to better our conditions by asking for an increase in wages, and are not anticipating any trouble in obtaining this if we do not have too many men here.

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This Place Needs Carpenters

Welland, Ont., Can.—This local would desire to have traveling brothers visit this town. There is plenty of work here for them, and we would make it pleasant for them.

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Carpenters Give $100 to Park Fund

Lewiston, Idaho.—By a unanimous vote taken at our last regular meeting, L. U. 398 subscribed $100 to the fund to be used in improving the city park and the Northwest Live Stock Association grounds, both located in the recently purchased Howe and Delsol tracts east of this city. The improvement of the grounds in every way rests with the expenditures of the city commission. Out of a total bond issue of $43,000 there was approximately $15,000 available for use in beautifying the grounds and erecting buildings for fair and live stock show purposes, and the contribution by the carpenters was the first to be made from any source except the original. It is quite dull here now. Winter is upon us, with about two inches of snow on the ground, and the cold is very severe. The prospects are very good, however, for an auspicious spring opening.

Information Wanted

Information is wanted as to the whereabouts of Robert Landers, a member of the Brotherhood, who was last heard of

ROBERT LANDERS.

in Hilliard, Wash., last June. The accompany picture is a good likeness of the missing man. Forward information to James Landers, 101 Rawson Road, Wollaston, Mass.

Harry Golding, formerly of West Kilburn, England, and a member of the U. B. in Middleton, N. Y., left the latter place two years ago and has not been

HARRY GOLDING.

heard from since. He was then on his way to Philadelphia, via New York City. He was also a member of the Odd Fellows, but they have likewise failed to locate him. Golding is 5 feet 8 inches in height, medium build, and smooth shaven, with black curly hair and blue eyes. He is 33 years old. Address information in his regard to E. Duggan, 1153 E. Turk St., San Francisco, Cal., or to Golding's sister, Mrs. Mary Bishop, 311 East Fortieth St., New York City.

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Due Book Stolen

Brother W. M. Weeks, of L. U. 1666, of Kingsville, Texas, had his suit case and due book stolen a short time ago.

On the night of January 19 the tool box of Contractor J. E. Hunter, of Suffern, N. Y., was broken open and tools belonging to him, marked J. E. H., were stolen, as also tools of O. J. Brentnal, marked O. J. B. If any of these tools or their present owners are found, send information to Thomas Wool, R. S., L. U. 1162, Suffern, N. Y.

The Eternal Struggle

No job in sight and all the money spent—
The state of one in quest of bread and meat,
But one who yields not to discouragement
And ne'er admits the meaning of defeat;
He must wear clothes, he must pay rent, for still
He must somehow exist. This grows complex;
How best to meet a healthy grocery bill
And pay for coal, would any sane mind vex.

Though work is scarce, he keeps a cheerful face,
An honest heart, a willing worker's hand
He still retains. Through poverty's disgrace
He fails. Perhaps supply exceeds demand;
At any rate, no good comes from despair—
Success is not for those who stop and whine,
Jobs must be waiting for his sort somewhere;
To starve, or beg, or steal is not his line.

Acknowledging discouragement and care
Was never known to help a poor man on,
But how to live, and strictly on the square,
Keep credit good when job and money's gone,
Proves out the fact that poverty is hell—
(Please to excuse expressive language strong.)
But answer now, if anyone can tell,
A plan to right the world's industrial wrong.

MARGARET SCOTT HALL.

Trade Notes

Movements for Better Conditions

Local Union 358, Tipton, Ind.—Although trade has only been fair here the past season, and quite a few men are idle, we have decided to ask for an increase from 35 cents to 37 cents an hour for carpenters, and for 32½ cents for mill and bench hands. Our prospects for gaining this demand are good.

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Local Union 293, Canton, Ill.—We have decided to ask for a new minimum rate of 50 cents per hour for journeymen carpenters, to take effect April 1. Our present rate is 45 cents. Trade has been better in this place than last year, and our prospects as far as is known are good. There is no likelihood of a strike.

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Local Union 620, Vineland, N. J.—This local has unanimously voted to demand an increase of wages and shorter hours. We have heretofore received $18 for a 48-hour week. We are now asking the same weekly wage for 44 hours, getting Saturday half holiday. We have very good chances of obtaining our demands.

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Local Union 1766, Fostoria, Ohio—This local has voted to raise the wages here from 30 cents per hour to 35 cents. We now work a nine-hour day, and are to continue that for the present. Our prospects for obtaining our demands are good, as the employers seem favorably inclined and no men are idle. Trade has been good here, better than last season.

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Local Union 836, Janesville, Wis—At a special called meeting, December 13, the members of this local unanimously voted in favor of an increase to 40 cents per hour and for the union shop, the same to take effect June 1, 1913. Conditions in the trade have been good, with none of our men idle. There is no likelihood of a strike.

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Local Union 360, Galesburg, Ill.—At a regular meeting of this local on December 17, it was decided to ask for an increase from 50 cents to 55 cents per hour, to take effect April 1. There are very few men out of work here, and trade has been good all along. We think there is little likelihood of a strike. Our outlook for obtaining the increase is very favorable.

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Local Union 1101, Eldorado, Ark.—We have voted to raise the scale of wages from 35 to 45 cents per hour, and to reduce the hours from nine to eight per day, the changes to take effect March 1. Trade has been rather dull here the past season, but prospects are good, and we should have little trouble in obtaining our demands, as the employers are more or less favorably disposed.

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Local Union 113, Chesterton, Ind.—This local has decided to make a demand for an increase in wages from 40 cents to 50 cents per hour. We are also to ask for Saturday half holiday. The carpenter trade has been very good here this season, and we have good prospects of obtaining our demands. The Lake County D. C. has approved our movement. The likelihood of a strike is quite remote.

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Syracuse, N. Y., D. C.—We have decided to demand an increase from 45 cents per hour minimum to 50 cents per hour, to take effect May 1. The prospects for gaining this increase are favorable as far as can be judged. Notices have been sent to all the contractors, but only a few replies have been received as yet. The majority of these have been favorable. Trade has been only fair.

Local Union 453, Auburn, N. Y.—This local has voted to raise wages to a minimum of 45 cents per hour. The carpenters in this place are very well organized, and trade has been better this year than last. We cannot say as yet as to the prospects of obtaining our demands or as to the likelihood of a strike. None of the contractors have committed themselves on the proposition.

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Local Union 1592, Ocean City, N. J.—This local has decided to ask for an increase to 45 cents per hour, beginning with March 1, 1913. Trade has only been fair here during the past season and quite a few of our men have been out of work, but our chances for obtaining our demands are good, at least one non-union employer being in sympathy with us at the present. We may be forced into a strike of short duration to succeed in instituting the new scale.

❖ ❖ ❖

Local Union 1146, Green Bay, Wis.—At a special meeting held on December 20 this local decided to demand an increase in wages from 37½ cents to 40 cents per hour, this scale to remain in effect two years, beginning with May 1. We also voted for the union shop. The condition of trade in this place is fair, somewhat better than last season. However, several men are now idle, and, in order to obtain our demands, we may have to resort to a strike.

❖ ❖ ❖

Local Union 1451, Monterey, Cal.—We have passed a resolution raising the wages of journeymen carpenters from $4 to $4.50 per day, the new scale to take effect April 1. The condition of the trade here is fair and our prospects for obtaining our demands are good, though about 40 per cent. of our men are idle at the present time. There was no dissenting vote on the resolution, and our effort to obtain this raise in wages has been approved by the Building Trade Council of Monterey.

❖ ❖ ❖

Local Union 330, Roselle, N. J.—At our meeting of December 30 we decided to ask for an increase in wages from $3.75 to $4 per day, to go into effect April 1. This rate has been granted to the local in Elizabeth and to that in Westfield, both taking effect on January 1. We are in between these two towns, and we wish to make one scale of wages throughout the district. We will have no trouble in this, we are quite sure, and there is small likelihood of a strike. The resolution asking for the higher scale was passed unanimously.

❖ ❖ ❖

Local Union 622, Waco, Tex.—At a special called meeting on the night of December 12, 1912, this local unanimously voted to demand a new scale of wages, beginning with March 1, 1913, the minimum to be as follows: For journeymen, 50 cents per hour instead of 45 cents, the present rate; for first-year men, 25 cents per hour; for second-year men, 35 cents; for third-year men, 40 cents. The propects for obtaining this demand are good, as the employers are more or less favorably disposed. There is very little likelihood of a strike.

❖ ❖ ❖

Local Union 1124, Newton, N. J.—For the new year we have made the following demands: An increase from 33 1-3 cents per hour for a nine-hour day to 36 cents per hour. Saturday half holiday hereafter, with time and a half for all overtime and double time when it is necessary to work Saturday afternoons, and also for all holidays (Decoration Day, Fourth of July, Labor Day, Christmas and Thanksgiving). Fifty hours to constitute a week's work. The condition of the trade in this place is good at the present, and our chances for obtaining our demands are good.

Successful Trade Movements

Lincoln, Neb.—Lincoln Local Union 1055 has, as a result of a conference with the employers, received an increase of 5 cents per hour for the new year, beginning April 15. This increase will make our scale 50 cents per hour.

Lodi, Cal.—L. U. 1641 some time ago voted unanimously in favor of an increase from $3.50 to $4 per day. This new scale went into effect on January 4 without any trouble or objections from any of the carpenters and builders. The mill owners, who had been paying the same scale as outside men, asked that the old rate be continued for men while actually working in a mill. The local, regarding this as reasonable, has started proceedings that will grant this concession.

❖ ❖ ❖

The District Council of the U. B. for carpenters employed by the New York, New Haven & Hartford railroad system has just succeeded in obtaining an increase of 7 per cent., which will bring the average pay to about $3.25 per day for a nine-hour day. This movement for better wages was started on May 1, 1912, but was held up for almost a year, owing to the company's difficulty with the engineers, which was only settled on the 24th of last November. The adjustment with the carpenters was entered into on January 18. The increase obtained was not a very large one, comparatively speaking, but gives promise of greater results in the future. The work of the U. B. men in these shops is certainly most encouraging.

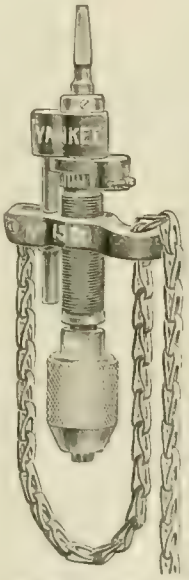
The Value of Hard Work

There are few of us who fully realize the great value of determined hard work in the matter of human accomplishment. Patient plodding and persistent effort are far more prolific of results than those brilliant fits and spasmodic bursts of attempt, which often only flash in the pan and produce no real results. There is no place in the world today for either the foreflush or the sluggard, and the false alarm is just as much of a failure as the fellow who doesn't even try. There is little or no hope for the man who watches the clock for quitting time. Fortune favors the industrious as well as the brave. There is always inspiration in such old saws as "No pains, no gains," "No sweat, no sweet" and "Diligence is the mother of good luck." The world is won by those who have patience and industry.

At the same time it is necessary to remember that success of any kind is relative, and that it is dangerous to become all-absorbed in any one direction. Ambition ceases to be a worthy thing when it becomes so self-centered that it is cultivated to the point of selfishness. Too close application to one task may dwarf and strangle the broader possibilities of life.—Exchange.

Wealth of itself is not happiness, pleasure is not another word for happiness; luxury and ease are not the sum total of happiness. Happiness is higher than these, nobler than these, purer than these. It lies primarily in a clean conscience and an unclouded mind.

"Yankee" Tools



The North Bros.' Manufacturing Co. of Philadelphia, Pa., has recently added a few new "Yankee" tools to its line, among which is the Yankee Chain Drill, No. 1500, with three-jaw chuck, which is shown herewith. It is, as other "Yankee" tools, a distinct improvement on similar tools, its distinguishing feature being its convenience and rapidity of operation, and automatic friction and ratchet feed. The taking up and releasing of chain is done in a movement with a friction feed, by simply turning brace or breast drill by which chain drill is operated. The automatic feed is positive, fixed, and without adjustment for drills up to one-half inch, so that drills cannot be broken in use. There is no hand feed, nor any parts to fuss over, and nothing to catch or pinch the fingers in use.

The chuck body of No. 1500 is of malleable iron, polished and nickel plated, two and three-fourths inches long, one and five-eighths inches in diameter. The three jaws are of tool steel. Chuck holds round shanks only up to one-half inch diameter, inclusive. Its extreme length is nine and three-fourths inches; weight, three and one-fourth pounds.

Craft Problems

Scheme for a Roller Sole Iron Plane

(Invented by Oliver B. Maginnis.)

The following description of a novelty in carpenters' tools is submitted by the designer for the benefit of all carpenters. There is nothing at all remarkable or patentable about the idea. A handy versatile mechanic can apply it to bench planes and large jointers, although it is to those heavy iron planes operating on hard wood it has the greatest utility. It is submitted for the mutual benefit and criticism of the best craftsmen in the United Brotherhood of Carpenters and Joiners.

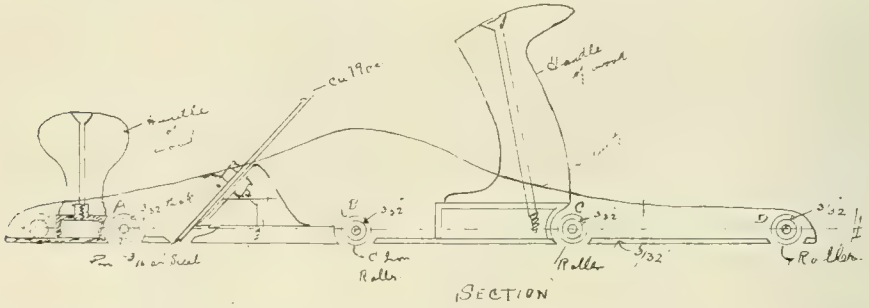


Fig. 1.

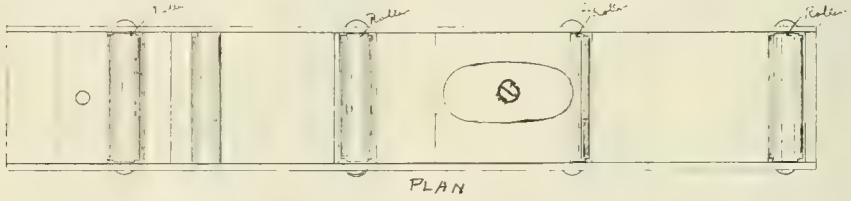


Fig. 2.

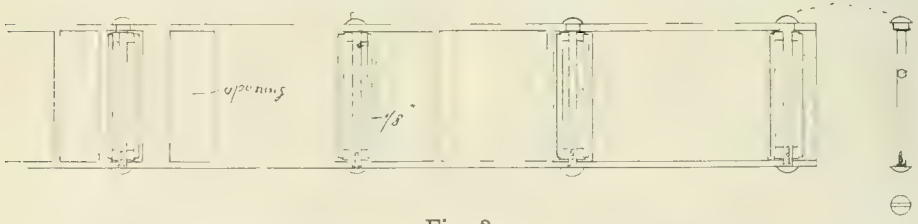


Fig. 3.

—Object.—

This invention is designed with the object of lessening the labor imposed on carpenters, cabinet makers and wood workers by reason of the weight of iron planes and the friction caused by the smooth surfaces of their soles or bottoms causing increased adherence to the surfaces of the woods, thus requiring more power on the part of the operators in pushing and pulling the same, especially on gummy or resined woods.

—Construction.—

The construction consists of a cast iron sole or bed plate as at present in vogue,

with the addition of four 3-32 in. cast iron rollers revolving on chilled steel 3-16 in. pins working in four slots, as seen in Fig 1 of the illustration, where a longitudinal section of a jointer plane (necessarily heavy) is represented. Fig. 2 shows it as viewed from the top or bottom, less the cutter bed and irons. Fig. 3 is a horizontal sectional view as cut through the centers of the pins and rollers, with the mechanical method of making the pins secure from turning.

The end view, Fig. 4, completes the description, which is comparatively simple, as will be easily recognized. As the rollers project only a moiety—about 1-32 of an inch—below the bed or sole surface, the friction is reduced to a minimum. Yet the plane is lightened, though fully as capable as that with an entirely flat sole.

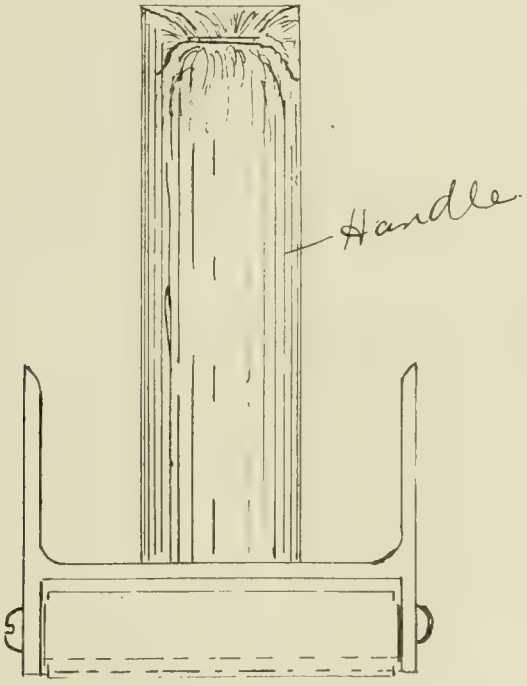


Fig. 4. End View.

Rafter Problem

(By A. A. Stafford, L. U. 141.)

I have noticed many books in which some brother "chip" has submitted drawings and explanations of rafter work. They are all very good, but some are too complicated for the ordinary carpenter to understand readily. Then, too, one man will look at a drawing with a different view than another, so it is well to have a choice, and I think the figure here submitted will give the reader a very clear idea of getting the length and cuts of rafters.

To start with, the run and rise must be known. They all look alike—for instance, common rafter, on square No. 2: Run 14 in., rise 11 ft. 8 in. (10 in. pitch). Lay the rule as shown, 14 in. to 11 8-12 in., reads on rule 18 7-32 in., or 18 ft. 2⅝ in. length. See that you do not multiply any hypothenuse figures and make a mistake. If you look at the reading right, you have the lengths all in a nutshell. Run and rise, always cut, seat and plumb, i. e., 14 in. by 11 8-12 in. (or 12 in. by 10 in. pitch).

Now, then, hips and valleys are the same procedure, only we must have a new run. Note how rule and square No.

1 lays. Edge of rule, from corner of plate, on diagonal line to base of plumb cut line, is run, and reads on rule 19 ft. 9½ in. by 11 ft. 8 in. rise, the same as

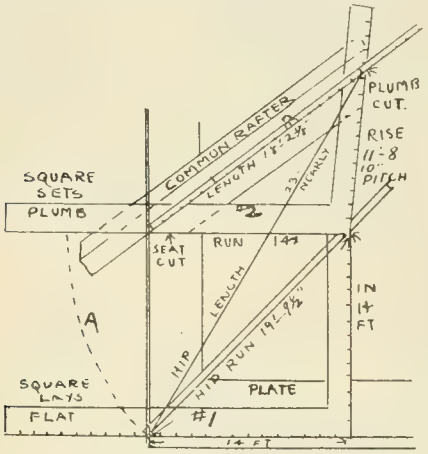


FIG 1

common rafter. Now, if we swing square No. 2 on dotted line A to the corner of plate, and apply rule on rise and run as hip length, you will find the reading on rule nearly 23 in. equal 23 feet and close enough to cut this length.

Cuts—cuts—let's see. So many men try to use common rafter cuts on hips. Cut every rafter by its own rise and run. Take this hip, 19¾ in. by 11 8-12 in., will cut plumb and seat; or 10 in. pitch by 17 in., as 17 in. is (nearly) diagonally equal 12 in. run on right angle—or 5 in. must be added to every common foot for diagonal run.

Side cuts, length by run. These figures never have to be exact. Keep away from fractions. Example: This hip we could take 23 in. for side cut as one figure, and 19¾ in. (our run) for the other, as they are both nearly correct. But here is another way: Apply rule across corner of square 10 in. (rise) by 17 in. (run)—reads on rule nearly 19¾ in. Now, I would take 20 in. length, 17 in. run, or any equivalent for convenience. So you see it's all done by working your head a little, and the two notorious tools, rule and square. Don't forget to use the one on the other. Study Fig. 1 and imagine square No. 2 sets plumb. Then I think the problem is plain.

To Fit Purlin Plates Againt Hip Rafters

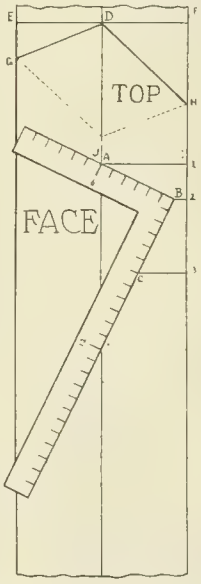
(By James Barry.)

Place square on stick at 6 and 12. Lay off size of top of stick and face sides both ways from corner of square—B to A, 6 in. for top side, and B to C, 6 in. for face side, or exact size of rafter.

From these three points A B C square across from A to 1, B to 2, C to 3.

Now square end of stick to be mitered on face D E, or on top D F.

Next take distance from 1 to 2 and set off on bottom corner of face, from E to G, and mark G D, which required level for face of purlin plate against hip rafter.



Take distance from 2 to 3 and set it off, on back corner of top from F to H and mark H D, which will give bevel for top side of purlin plate against hip rafter. Cut to marks G D H. Mark opposite side of stick, as shown at J G and J H.

The bevels will be the same on any size stick having 6 in. pitch.

Sticks of any size and pitch may be laid out by this rule.

Für Unsere Deutschen Leser

Arbeiter und Bildung in Rußland.

Das russische Handelsministerium veröffentlicht die Zusammenstellung der statistischen Feststellungen der Fabrikinspektoren für 1911. Unter ihrer Aufsicht standen 16,600 Unternehmungen, die zusammen 2,051,198 Arbeiter beschäftigten (1910 15,721 Fabriken, 1,931,486 Arbeiter). Die meisten Arbeiter beschäftigt die Textilindustrie (868,776), wovon mehr als die Hälfte (476,212) auf die Baumwollverarbeitung entfällt, die Lebensmittelindustrien (331,981) und die Metallverarbeitung (305,438). Dem Alter und Geschlecht nach verteilen sich die Arbeiter folgendermaßen: Erwachsene 1,830,397 (1,184,531 männlich; 545,866 weiblich), Jugendliche zwischen 15 und 20 Jahren 191,976 (112,065 m.; 79,911 w.), Kinder 28,826 (16,325 Knaben, 12,501 Mädchen). Während die Verwendung von Kinderarbeit in den letzten Jahren stark zurückging, ist diesmal eine Zunahme zu verzeichnen; die Zahl der Industriearbeiter im ganzen ist um 5 Prozent, die der Kinder um 8,5 Prozent gestiegen. Fast zwei Drittel der ganzen Arbeiterzahl entfallen auf 787 Unternehmungen, von denen jede mindestens 600 Arbeiter beschäftigt; auf die kleinen Fabriken mit weniger als hundert Arbeitern entfällt kaum ein Fünftel der Gesammtzahl. Den durchschnittlichen Jahresverdienst eines Arbeiters berechnen die Fabrikinspektoren auf 251 Rubel. Den Inspektoren wurden im Berichtsjahr 26,000 Beschwerden der Arbeiter eingereicht, von denen mehr als die Hälfte begründet erschienen. Von der Befugnis, die Arbeiter mit Buße zu belegen, machten 8808 Unternehmungen keinen Gebrauch, sodaß die faule Ausrede, es „gehe nicht anders," durch die Tatsachen widerlegt wird. Die übrigen erhoben insgesamt 605,305 Rubel Strafe. Der Fabrikinspektion wurden 86,745 Unglücksfälle angezeigt, 11 Prozent mehr als im Vorjahr, was nach dem Bericht des Ministeriums darauf zurückzuführen ist, daß die Arbeitszahl in den besonders gefährlichen Betrieben am stärksten gewesen ist.

Eine interessante Ergänzung zu diesen Angaben bietet eine Sonderuntersuchung über die Einwirkung des Bildungsgrades der Arbeiter auf deren Einkommen, die im Auftrag der Moskauer Semstwoverwaltung unternommen wurde. Sie erstreckt sich zwar nur auf etwa ein Viertel aller Moskauer Arbeiter und bei der Beurteilung der Zahlen darf nicht außer acht gelassen werden, daß die Semstwoverwaltung des Gouvernements Moskau, aus dem gewiß der größte Teil der jüngeren Arbeiter stammt, für russische Verhältnisse außerordentliche Anstrengungen um die Hebung der Volksschule macht. Auffallend ist zunächst der starke Unterschied des Bildungsgrades bei männlichen und weiblichen Arbeitern. Während 76,2 Prozent der Männer lesen und schreiben können, beherrschen nur 26 Prozent der Frauen diese Kunst. Bei den Männern nimmt der Analphabetismus in den jüngeren Schichten rasch ab; die Kinder unter 15 Jahren weisen die höchste Bildungsziffer auf (93 Prozent), so daß die nächste Generation dem Ideal der allgemeinen Elementarbildung schon recht nahe kommen wird. Auch bei den Frauen zeigt sich eine starke Zunahme der Lesekundigen unter den jungen, doch bleibt auch unter den jüngsten Mädchen noch ein Viertel ohne jede Schulbildung. Mit der Zunahme der allgemeinen Bildung hat sich der Durchschnitt des Eintrittsalters der Fabrikarbeiter erhöht, da die Kinder jetzt länger die Schule besuchen; für die Metallarbeiter, die durchschnittlich die höchste Bildung aufweisen, beträgt dieses Alter 18 bis 20 Jahre. Die notwendige Folge dieser Erscheinung, die zu einer weiteren Einschränkung die Kinderarbeit führen wird, muß die Errichtung von Sekundar- und Fortbildungsschulen sein, die leider vom Unterrichtsministerium eher gehindert als gefördert wird. Der Bildungsgrad der Arbeiter hat auf deren Verdienst einen unmittelbaren Einfluß, der sich allerdings erst nach dem 20. Lebensjahre geltend macht. Ein 20jähriger Arbeiter, der lesen und schreiben kann, verdient monatlich schon drei Rubel mehr als ein gleichaltriger Analphabet; der Unterschied steigt nach fünf Jahren auf fünf Rubel und wird mit höherem Alter immer größer, bis er für die 40jährigen Arbeiter fast acht Rubel erreicht. In der Metallindustrie verdienen schon die jüngeren Arbeiter, die Schulbildung haben, acht Rubel monatlich mehr als die anderen. Eigentümlicherweise hat bisher der Bildungsgrad keinen Einfluß auf die Arbeitslöhne der Frauen. Der Verfasser dieser Untersuchung bemerkt dazu, daß die Analphabeten gewöhnlich in den Fabrikkasernen wohnen, während die des Lesens kundigen Arbeiter gern in eigenen Wohnungen mit größeren Bequemlichkeiten lohnen. Ob dies eine Wirkung des höheren Lohns oder ob das höhere Kulturbedürfnis ein Ansporn zu intensiverer Arbeitsleistung ist, die sich in dem höheren Lohn ausdrückt, bleibt dahingestellt.

Das Ergebnis der Untersuchung ist jedenfalls der beste Beweis für die entscheidende Bedeutung des Volksunterrichts auch für die materielle Lage der untern Schichten.

Die Einschränkung der Ueberstunden.

Wenn es notwendig ist, wie ich es im besten Interesse aller Beteiligten glaube, den Arbeitstag zu verkürzen, dann ist es von gleicher Bedeutung, daß die Frage der Ueberstunden ernstlich überlegt und alles, was möglich ist, getan wird, sie zu verringern, oder noch besser, ganz abzuschaffen. Die Arbeitszeit zu verkürzen und doch uneingeschränkte Ueberstunden zu erlauben, heißt einfach, mit der einen Hand wieder zu nehmen, was man mit der anderen gegeben hat, und ich hoffe, daß ich im Stande bin, zu zeigen, daß es nicht eine unmögliche Aufgabe ist, die Ueberstunden wenigstens soweit zu beseitigen, daß sie von untergeordneter Bedeutung sind. Zunächst ist es ratsam, die üblen Wirkungen der Ueberstunden zu betrachten, und wenn diese erkannt und verstanden sind, sollten sie uns bestärken in dem Versuch, die Ursachen zu beseitigen.

Sie verschärfen das Arbeitslosen-Problem.

Es sollte nicht notwendig sein, die Trugschlüsse derer bloßzustellen, die behaupten, daß nur die Arbeitsleistung erhöhen brauche, um die Arbeitslosenfrage zu lösen. Die meisten Menschen, die nicht durch Vorurteil und Selbstsüchtigkeit geblendet sind, werden sofort zugeben, daß, wenn ein Mann viele Stunden arbeitet, sein Kollege weniger Gelegenheit haben wird, seinen Lebensunterhalt zu verdienen. Für den Arbeitslosen, der von einer Werkstatt zur anderen gezogen ist auf der Suche nach Beschäftigung, ist es kein angenehmer Anblick, die Fenster der Werkstätten zu allen Nachtstunden erleuchtet zu sehen, sondern das Bild, das er sieht, macht ihm das Blut in den Adern gerinnen. Für den ernsten und denkenden Arbeiter, der gezwungen ist, bis spät zu arbeiten, sind die Ueberstunden im höchsten Grade herabsetzend; er geht des Abends nach Hause, seine Wangen rotgefärbt vor Scham, denn er fühlt, daß er seinen Arbeitsbruder betrogen hat. Auch nur eine Ueberstunde in einer Werkstatt von acht oder neun Mann bedeutet, daß eines Arbeitslosen Herz bricht, weil Elend und Hunger infolge seines Müßiggangen in seiner Familie herrscht. Zur Ehre der meisten Arbeiter mag es, trotz gegenteiliger Behauptung, gesagt sein, daß sie Ueberstunden hassen, und willig die Gewerkschaft in ihren Bemühungen, diese Unsitte auf ein Minimum herabzudrücken, unterstützen. Nur wenige heißen es gut, wenn ein Arbeiter nach Ueberstunden Ausschau hält. Kurz, sie schämen sich vor sich selbst, wenn sie Ueberstunden machen, da es bedeutet, daß sie einem Arbeitskollegen das Brot vor dem Munde wegnehmen. In dieser Beziehung schneidet die Arbeiterklasse günstig ab im Vergleich zu der Klasse der Geschäftsleute und anderen Stände.

Sie sind nachteilig für die Gesundheit.

Als Zusatz zu den Ueberstunden, mit alledem was sie bedeuten in der ungesunden Atmosphäre, wie sie gewöhnlich in den Werkstätten und Fabriken besteht, kommt die unveränderliche Begleiterscheinung der Ueberstunden: eine fieberische Unruhe und ungesunde Aufregung, die das Resultat des Druckes sind, den der Werkführer fast immer auf den Arbeiter ausübt. In zu vielen Fällen nimmt er Zuflucht zu alkoholischen Reizmitteln mit ihren bösen Wirkungen auf den müden und abgerackerten Arbeiter, und das Leben wird mit der Zeit unerträglich. Die Freude und der Stolz, den der gelernte Arbeiter bei seiner Tätigkeit empfinden kann, wenn er unter geordneten Verhältnissen arbeitet, ist nirgends sichtbar, wo Ueberstunden gemacht werden, und das Gefühl der Niedergeschlagenheit, das die natürliche Folge ist, verhilft ihm dazu, daß er eine leichte Beute der verschiedenen Krankheiten und Sorgen wird, die so sichtbar unter den Angehörigen der arbeitenden Klasse sind.

Sie sind fast immer unnötig.

Die meisten Ueberstunden, wenn nicht alle, sind vollständig unnötig und, was mehr bedeutet, nicht nützlich bei der Zusammenraffung des Profits, dessen Erlangung dem Kapitalisten die Hauptsache ist, wenn er ins Geschäft eintritt. Es gibt keinen guten Grund, warum Arbeit zurückgehalten wird, bis sie eilig gebraucht wird; doch wird dies oft getan, mit der Idee, daß der Arbeiter vom Arbeitsfieber angesteckt wird und dann die Arbeit in kürzerer Zeit herstellt als unter gewöhnlichen Umständen. Der Unternehmer weiß genau, wie er diese gut bekannte Tendenz ausnützen kann; dem Schreiber dieser Zeilen wurde es erst kürzlich in einer anderen Weise gewaltsam vor Augen geführt. Ein Mitglied der „Furnishing Trades Association," der einen schweren Unfall erlitten hatte und Unfallunterstützung bezog, nahm, von der Versicherungsgesellschaft dazu gedrängt, die Arbeit wieder auf, ohne völlig hergestellt zu sein. Nachdem er eine Woche gearbeitet hatte, brachte die Firma eine Beschwerde bei der Versicherungsgesellschaft ein, mit der Begründung, da der Mann nicht imstande sei, flott zu arbeiten, übe seine Anwesenheit in der Werkstatt auf die anderen Arbeiter eine demoralisierende Wirkung aus; ihre Arbeitsleistungen gingen wesentlich zurück, und sie produzierten weniger als vorher. Die durch Ueberstunden rezeugte fiebe-

rische Aufregung erhöht ohne Zweifel die Arbeitsleistung eine Zeit lang, aber die unvermeidliche Rückwirkung setzt bald ein, und der klügere, weitsehende Unternehmer weist die Ueberstunden weit von sich.

Es muß festgestellt werden, daß die Gedankenlosigkeit und Selbstsüchtigkeit der Menschen (leider muß ich sagen, meistens des vornehmeren Geschlechts) schuld ist an der Menge von Ueberstunden, die gemacht werden. Eine reiche Dame wünscht eine neue Möbelgarnitur, oder einen neuen Hut oder ein Kleid, und nachdem sie sich über den besonderen Stil u. s. w. im klaren ist, scheint sie mit einem Male der Ansicht zu sein, daß die Sonne aufhören wird zu scheinen, wenn die Sachen nicht in einer lächerlich kurzen Spanne Zeit geliefert werden. Die armen Arbeiter oder Arbeiterinnen werden unnötig geplagt und gequält, und wenn die gedankenlose und selbstsüchtige Kundin nur wüßte, wie sie verflucht wird, sie würde es sich zweimal überlegen, ehe sie ihr Teil beiträgt zu dem Elend und den Leiden ihrer weniger glücklichen, dafür aber so viel nützligeren Brüder und Schwestern. Die wichtige Tatsache ist auch nicht außer acht zu lassen, daß eilige Arbeit schlecht hergestellt wird; es passsieren Irrtümer, die Arbeit muß auseinander genommen und wieder geflickt werden; es ist doch in jedem Gewerbe eine bekannte Tatsache, daß Arbeit, unter solchen Bedingungen hergestellt, Pfuscharbeit ist. Vor ein oder zwei Jahren hörte ich einen Fall, wo eine gut bekannte Angehörige der besseren Gesellschaft einer Firma im Westen Londons einen Auftrag für fünf Kleider gab; einige sollten geändert und einige während der Nationaltrauer neu angefertigt werden. Die ganze Arbeit sollte in unglaublich kurzer Zeit geliefert werden, und es war doch kaum möglich, daß die Kundin die fünf Kleider mit einmal tragen konnte. Unnötig zu sagen, daß mehrere blasse, bleichsüchtige Mädchen sich abhetzen mußten mit Ueberstunden; sie mußten am Sonnabendnachmittag und den ganzen Sonntag arbeiten, wofür sie mit ein paar elenden Kupfermünzen pro Stunde (in einem Falle zwei Pence) entlohnt wurden.

Einschränkungen.

Vor ungefähr 14 Jahren wurden in mehreren Möbelindustrieorten Schottlands übermäßig und systematisch Ueberstunden gemacht. Die Gewerkschaft war entschlossen, sie zu beschränken, und erreichte auch, sie auf ein Maximum von 5 Stunden pro Mann und Woche herabzusetzen, ohne Rücksicht auf die Anzahl der Stunden, die über den regulär anerkannten Arbeitstag hinaus geleistet worden sind. Viele Unternehmer sagten mir später, daß es für sie eine gute Sache gewesen sei, da sie gezwungen gewesen wären, bessere Arbeitsmethoden einzuführen und besser zu disponieren, als sie vorher die Angewohnheit hatten; dabei gaben sie zu, daß die früheren systematischen Ueberstunden überhaupt nicht notwendig gewesen wären. Der folgende Auszug aus den Statuten der Londoner Holzbildhauer, die Mitglieder der „Furnishing Trades Association" sind, zeigt, wie Ueberstunden, die der Unternehmer wünscht, gemacht werden können, aber zu gleicher Zeit verhütet wird, die Normalarbeitswoche zu überschreiten, wenn ein oder mehr Prozent der Mitglieder zur Zeit arbeitslos sind:

„Für die Zeit, die nach Beendigung des gewöhnlichen Arbeitstages gearbeitet wird, sind folgende Sätze in Anrechnung gestellt: Für die ersten zwei Stunden 50 Prozent, nachdem 100 Prozent bis zum Arbeitsanfang am Morgen. Sollten die Mitglieder nachdem die Arbeit noch fortsetzen, so müssen die 100 Prozent weitergezahlt werden, bis eine Pause von mindestens 9 Stunden eingetreten ist. Sonntags- und Feiertagsarbeit wird doppelt bezahlt verlangt. Ist am Tage vorher Benachrichtigung erfolgt, dann beginnen die Extrasätze erst nach Vollendung des vollen Tages. Auch wo keine Benachrichtigung erfolgt ist, beginnen die Extrasätze mit dem Schluß des gewöhnlichen Arbeitstages. Arbeitet nur ein Teil der Werkstatt, so beginnen die Sätze gleichfalls mit dem Schluß des gewöhnlichen Arbeitstages. In irgendeiner Werkstatt, wo ein Mitglied, ein Teil der Mitglieder oder alle aufgefordert werden, Ueberstunden zu machen, sind sie dazu berechtigt, aber sie dürften nicht mehr wie 48 Stunden (oder die in der betreffenden Werkstatt anerkannte Arbeitszeit) pro Woche arbeiten, wenn ein Prozent ihrer Arbeitskollegen als arbeitslos gemeldet ist. Wenn Ueberstunden gemacht werden, muß vor Beendigung der anerkannten wöchentlichen Arbeitszeit ein verantwortlicher Delegierter zur örtlichen Leitung der Gewerkschaft kommen, und auch jeden folgenden Tag bis zur Beendigung der fraglichen Ueberstunden. Im Falle, daß mehr als ein Prozent arbeitslos sind, müssen die Ueberstunden sofort eingestellt werden, bis weniger als die vorgeschriebene Anzahl arbeitslos gemeldet sind. Mindestens zehn Tage müssen ohne Ueberstunden verstrichen sein nach Beendigung der fraglichen Ueberstunden, ehe es erlaubt ist, neue zu machen. Die Zeit, in der das Arbeitslosenbuch eingesehen werden soll, ist auf nachmittags 5 Uhr festgesetzt; sind zu dieser Stunde in dem Buche keine Arbeitslosen eingezeichnet, so dürfen jeweils am nächsten Tage (der nächste Tag rechnet bis 12 Uhr Mitternacht) Ueberstunden gemacht werden. Mitglieder, die die erlaubten Arbeitsstunden zu irgendeiner Zeit vor Wochenschluß vollendet haben, müssen, selbst wenn im Arbeitslosenbuch weniger wie ein Prozent eingezeichnet waren, während die betreffenden Ueberstunden gemacht wurden, die Arbeit sofort einstellen, wenn die Ar-

(Schluß in nächster Nummer.)

Departement Francais

L'object en vue de l'editeur du "Carpenter" serait de n'épargner ni peines, ni travail afin de placer ce journal, à tous les points de vue, à une très haute position parmi les publications du pays. De temps á autre on a reçu, comme avis, l'idée que ce serait désirable de donner en français certaines connaissances et nouvelles ayant rapport plutôt aux affaires d'Amerique qu'à celles d'Europe. Afin de favoriser un bon nombre d'abonnés, comme aussi, afin de rendre la partie française du "Carpenter" plus attrayante, on publiera, dorénavant des nouvelles sur les locales d'Amerique, on autres nouvelles interessant es pour nos ouvriers.

Cependant pour réussir en cela, je dois ajouter que l'on aurait besoin du concours des locales françaises. C'est donc leur devoir, sinon leur interêt d'aider à obtenir ce but par le moyen de certaines communications dans la forme de lettre ou autrement, annonçant le resultat de leur travail, de leur union, etc. Nous serons très heureux de pouvoir publier ceci dans la section française du "Carpenter."

Les Organisations Syndicales du Bois de la Grande Bretagne en 1911

—I. L'Union Unifiée des Ouvriers Charpentiers et Menuisiers.—

L'Associated Society of Carpenters and Joiners, une organisation de moindre importance, s'est fusionnée avec l'Union des Ouvriers Charpentiers et Menuisiers, vers la fin du troisième trimestre. Ce fut le plus important événement de l'nnée 1911. La dite Associated Society comptait, au moment de la fusion, 61 sections locales et 4129 adhérents. L'Union Unifiée en avait 55,785 à la fin 1910, et 66,365 à la fin de l'année 1911. Il y avait donc un accroissement de 10,580 adhérents, au bout d'une année. Le nombre total comprend 3241 membres-pensionnaires. Cette union s'étend sur les Iles Britanniques, sur les colonies anglaises et même sur les Etats Unios de l'Amérique. Voici le nombre des sections et des adhérents dans les différents pays: Féderat. des états australiennes 42

	Nombre des sections locales	Adhérents
Iles Britanniques ...	770	51420
Etats Unis	76	4580
Canada	43	3237
Nouvelle Zélande ...	26	3070
Féderat. des australiennes	42	3023
Afrique méridionale.	17	1035
Total	974	66365

Le total des recettes, pour l'année du rapport, s'éléve à £176,775, au lieu de £ 224,858 de l'année précédente. Les dépenses ont atteint la somme de £179,-693 au lieu de £200,724. Il y a donc un excédent de dépenses de £2,498, en dépit d'une révision des statuts qui a été effectuée pour arriver à une réduction sensible des dépenses pour les secours de maladie, vieillesse, chômage, accident.

Ont été dépensées, en 1911, £55,130 pour les pensions de vieillesse, £37,334 pour les indemnités de chômage, £32,613 pour le secours de maladie, £2,945 pour les accidentés, £7,264 au décès, ô2,929 assurance d'outils, £1,484 secours de nécessité, £3,745 secours de grève. A noter qu'aucune grève ou lock-out de quelque importance a eu lieu depuis 1908. Le marché du travail était plus favorable que jamais dans les dix dernières années et les sommes distribuées pour chômage se sont, par conséquent, largement réduites.

Quarante-deux sections des îles britanniques ont obtenu une augmentation des

salaires, et 6 sections ont enregistré une réduction des heures de travail conquies dans l'année passée.

II. L'Union Nationale de l'Ameublement.—

L'union des polisseurs (784 adhérents) s'est affiliée à l'Union Nationale de l'Ameublement au commencement de l'année. On espère que les autres syndicats de l'ameublement suivront cet exemple sous peu. Le nombre des sections de l'union nationale a augmenté de 105 à 123, et le nombre des adhérents s'est accru de 6,685 à 10,122. Le secrétaire général Gossip, dans son rapport annuel, fait remarquer que le travail d'organisation et d'éducation syndicale ne s'est jamais fait avec plus d'ardeur ou plus d'énergie qu'en 1911.

Des augmentations de salaire et des réductions des heures de travail ont été obtenues, dans l'année du rapport, dans les régions et villes suivantes: Clyde, littoral du Nord-Est, Belfast, Bristol, Glasgow, Gloucester, Liverpool, Londres, Nottingham, Rochdale, Sheffield, Swansea, Wellington. D'ailleurs, les ouvriers ont conquis tout un nombre d'autres concessions ou résisté, avec succès, à des réductions projetées par le patronat. Les sections de York et de Kilkenny se sont dissoutes. La dissolution de la section de Kilkenny a causé une réduction des salaires de 5 sh. par semaine, pour les ouvriers de cette ville.

Le total des recettes de l'union nationale s'élève, pour l'année du rapport, à £20,967, les dépenses se montaient à £19,108, l'avoir total s'est accru de £6,-533 à £8,392. Voici le montant des indemnitées distribuées, au cours de l'année: chômage £5,442, grève £4,152, maladie £2,383, assurance d'outils £487, décès ô409, déménagement ou émigration £416.

A la fin de l'année il y avait la comme de £71 dans les fonds de la représentation ouvrière politique. La grande maporité des adhérents a voté en faveur de ce fonds spécial, mais beaucoup d'entre eux omittent d'y verser la modeste cotisation annuelle percue pour ce but. Il paraît qu'ils ont oublié la nécessité des armes économiques et politiques, si jamais nous voulons arriver au but poursuivi par tous les travailleurs conscients.

—III. L'Union unifiée des Ebénistes.—

Ce syndicat comptait, au commencement de l'année passée, 2,587 adhérents, la terminant avec un effectif de 2,690 membres. On avait espéré un accroissement bien plus rapide. Le nombre des sections est resté le même, 67. De nombreuses sections ont pu augmenter les salaires et, ce qui est aussi important, réduire la durée du travail normale.

Les recettes ont atteint la somme de £7,458 et les dépenses se sont élevées à £6,027, ce qui a permis un accroissement des fonds de réserve de £6,733 à £8,164, au bout d'une seule année. Les indemnités les plus importantes: Viaticum £59, chômage £1,581, grève £88, maladie £1,039, vieillesse £1,273, décès £316, assurance d'outils £56, émigration £94.

La moyenne annuelle de la cotisation syndicale était de 53 shillings, et 1 penny 75, laissant un bénéfice, pour l'année financière, de 9s. 7d. par adhérent. La liste des membres-pensionnaires comprend 82 camarades.

—IV. L'Union des ouvriers travaillant aupres des machines du bois.—

Ce syndicat a pu augmenter ses effectifs de 4,079 à 5,036 adhérents, y compris 63 membres-pensionnaires. Le syndicat se compose de 91 sections locales. Le secrétaire général, W. J. Wentworth, dit dans son rapport qu'il espère voir fusionner le syndicat des camarades de l'Ecosse avec l'union nationale. Le total des adhérents sera ainsi porté près de 7,000. Cependant il restera beaucoup à faire pour organiser tous ceux qui se trouvent encore en dehors de l'organisation syndicale.

L'avoir de cette union nationale s'élevait à £8,939, au commencement de l'année 1911. les recettes ont atteint la somme de £10,828, les dépenses étaient de £10,790, laissant un avoir de £8,977 à la fin de l'année du rapport, qui n'a laisse

(À continuer.)

Death Roll

BLANKS, ANNA, wife of Brother A. O. Blanks, of L. U. 292, Shawnee, Okla.

JOHNSON, F. L., of L. U. 235, Riverside, Cal.

CLARK, W. S., of L. U. 682, Franklin, Pa.

Claims Paid During Jan., 1913

No.	Name.	Union.	Am't.
18523a	Mrs. Hannah Longhead..	122	$ 50.00
18524	A. E. Martin	7	200.00
18525	Milton N. Rogers (bal)....	50	100.00
18526	Lawrence B. Kraft	122	200.00
18527	Joseph Mayercik	181	200.00
18528	Ollie Gibson	268	200.00
18529	Chas. Bogardus	289	50.00
18530	James Clune	325	200.00
18531	Dennis Driggers	696	200.00
18532	Charles Scheer	1369	48.88
18533	John Spurney	1786	200.00
18534	Mrs. Mary E. Calln	1	50.00
18535	Mrs. Jennie Lecus	7	50.00
18536	Martin Sutherland	58	200.00
18537	Mrs. Mary Ann Southwick.	126	50.00
18538	Mrs. Caroline E. Seltsam..	200	50.00
18539	Daniel B. Potteiger	492	50.00
18540	Mrs. Katie A. Kessler.....	492	25.00
18541	S. O. Farrington	493	200.00
18542	A. D. Cox	578	200.00
18543	Jas. Colgan	1300	200.00
18544	Geo. Robertson	1621	200.00
18545	Mike Lentz	2	200.00
18546	J. W. Jackson	14	50.00
18547	Mrs. Henrietta Jacobs	22	50.00
18548	Wm. F. Crandall	33	200.00
18549	Jewett W. Jones	75	50.00
18550	Wm. Keener	184	200.00
18551	Rudolph Krellig	309	200.00
18552	Alfred Giguere	407	200.00
18553	O. D. Greene	437	200.00
18554	Leonard Anderson	457	200.00
18555	Mrs. Mabel G. Mackie.....	624	50.00
18556	W. P. Eddins	887	50.00
18557	John L. Edwards	887	200.00
18558	August Fauth	916	200.00
18559	Benjamin Mahler	1008	50.00
18560	Howard Pierson	1015	200.00
18561	Mrs. Magdalena Lill	179	50.00
18562	John A. Nelson	639	200.00
18563	Henry Yhtoto	917	50.00
18564	August L. Sauer	1057	200.00
18565	Mrs. Esther O. Carlson.....	1547	50.00
18566	Wm. Beckmann	1596	200.00
18567	James Sinclair	27	200.00
18568	Samuel Haughey	254	100.00
18569	James Oswald	329	200.00
18570	Mrs. Lavina Lacroix.....	342	50.00
18571	James W. North	104	163.50
18572	Olaf Gustafson	10	200.00
18573	Wm. Hind	10	200.00
18574	Jeppe Thompson	65	200.00
18575	James Wilson	80	50.00
18576	John C. Heerdt	210	50.00
18577	Francis George	898	50.00
18578	John Lund	957	50.00
18579	A. Amundstad	7	200.00
18580	Samuel B. Rhodes	42	200.00
18581	John A. McMillion	541	200.00
18582	Morris Gerson (dis).....	1073	400.00
18583	Peter O. Larson	1328	50.00
18584	David Berntson	948	50.00
18585	Ben L. Runyon	339	200.00
18586	Geo. E. MacDonald	892	200.00
18587	Mrs. Cora Strauser	129	50.00
18588	Mrs. Elizabeth Kosch.....	242	50.00
18589	A. M. Phillips (dis.).....	245	400.00
18590	Mrs. Ezeda Roberts	434	50.00
18591	Mrs. Alvina Richter	457	50.00
18592	Wm. Ralston	613	82.00
18593	Ronald MacInnes	924	200.00
18594	Mrs. Lillie E. Marsh	993	50.00
18595	Miguel Arroyo Pena	1090	200.00
18596	Mrs. James F. Bruce	1158	50.00
18597	Mrs. Gertrude Voelker	1348	50.00
18598	Mrs. B. P. Havercamp....	1355	50.00
18599	Mrs. Alice Worman	1637	50.00
18600	Wm. P. Waterman	33	200.00
18601	Carl Heymen	309	200.00
18602	August Snyder	660	200.00
18603	Sylvester C. Cornish	880	200.00
18604	George H. Murray.....	912	200.00
18605	R. L. Logan (dis).....	103	400.00
18606	James McLaughlin	67	200.00
18607	Mrs. Jennie Kronick	183	50.00
18608	Mrs. Elma J. Crook.....	1023	50.00
18609	Mrs. Emma G. Willmott...	210	50.00
18610	Mrs. Albertina J. Pearson.	521	50.00
18611	Mrs. Kate K. Ritter.....	492	50.00
18612	Mrs. Margaret A. Lang....	275	50.00
18613	Mrs. Elizabeth M. Hervieux	96	50.00
18614	Mrs. Sarah E. Waterman..	1390	50.00
18615	August C. Braun	62	200.00
18616	Andrew B. Larson	62	50.00

No.	Name.	Union.	Am't.
18617	Jacob Schadowski	182	200.00
18618	Edward Hipp	1236	200.00
18619	Charles (Karl) Shields	558	50.00
18620	Wm. P. Ross	22	200.00
18621	Mrs. Mabel W. Riggins	545	50.00
18622	H. W. Bowen	253	50.00
18623	Elmer E. Mease	169	200.00
18624	Wesley W. Clark	692	200.00
18625	Andrew Matherson	740	200.00
18626	Fred C. Koch	873	200.00
18627	Monroe Frank	458	50.00
18628	A. M. Hurst	19	50.00
18629	Joseph S. Borden	151	200.00
18630	Geo. King	213	200.00
18631	Thomas Ritchie	629	50.00
18632	Samuel Adelberg	954	100.00
18633	Mrs. Lettie E. Pierce	1741	50.00
18634	Mrs. Margaretta Reeves	541	50.00
18635	Edward Hamlin	1874	200.00
18636	Chas. W. Lias	948	100.00
18637	Carl G. Anderson	87	200.00
18638	Samuel A. Hammontree	106	50.00
18639	David A. Moore	146	50.00
18640	John W. Schutt	146	50.00
18641	Adolph Koetters	189	50.00
18642	Levi Rickenbach	492	50.00
18643	Joseph Koprian	550	50.00
18644	Guttorm E. Olsen	643	50.00
18645	Jacob S. Abselon	1058	50.00
18646	Geo. E. Overton	1093	200.00
18647	Mrs. Caroline Bush	219	50.00
18648	Joseph Chambers	1	50.00
18649	John Suhr	1	200.00
18650	Louis Paulus	5	200.00
18651	Mrs. Matilda Goetsch	16	50.00
18652	John Faix	32	200.00
18653	Hugh McKillop	67	200.00
18654	Geo. W. Merrill	82	200.00
18655	Mrs. Catherine Flynn	162	50.00
18656	Adolph Reisenauer	171	200.00
18657	Mrs. Katherine Blesch	200	50.00
18658	Wm. Carroll	207	50.00
18659	Frank L. Johnson	235	200.00
18660	John B. Cabrignac	434	50.00
18661	Mrs. Clara Campeau	509	50.00
18662	Winfield S. Clark	682	50.00
18663	E. W. Lombard	802	50.00
18664	Geo. D. Taylor	842	200.00
18665	Thomas H. Estes (dis)	1072	100.00
18666	Joseph Boissonneault	1125	200.00
18667	Levi B. Rettew	1491	50.00
18668	Mrs. Martha F. Doney	1641	50.00
18669	Henry A. Miller	1761	200.00
18670	David A. Dunn	10	200.00
18671	Wm. B. Young	10	50.00
18672	John T. McGrath	897	200.00
18673	Paul Suschyski	1784	200.00
18674	Mrs. Caroline Steinbach	5	50.00
18675	Peter Yule (bal)	26	20.25
18676	Samuel W. Knouf	106	200.00
18677	Manuel Pacheco	223	200.00
18678	Mrs. Verena Pletscher	237	50.00
18679	J. W. Tucker	257	200.00
18680	Mrs. Elizabeth H. Gueneley	316	50.00
18681	Mrs. Anna Frandsen	364	50.00
18682	Mrs. Harriet Johnson	434	50.00
18683	Mrs. Annie M. McCracken	774	50.00
18684	Samuel M. Brown	101	200.00
18685	J. W. Wilson	198	200.00
18686	Marcus W. Daniels	232	50.00
18687	Stephan Oechslin	422	50.00
18688	Wm. E. Reed	492	200.00
18689	Josiah Grant	577	50.00
18690	Wm. E. Hudson	595	200.00
18691	Mrs. Exilla Treal	1305	50.00
18692	Mrs. Emma Meyer	7	50.00
18693	Mrs. Hattie Eastlund	315	50.00
18694	Mrs. Mary A. Simpson	453	50.00
18695	Wm. Brady	850	50.00
18696	Stonewall Jackson Stokes	1400	200.00
18697	George Martin	1722	200.00
18698	Thomas Greer	10	200.00
18699	Frank A. Carlson	22	200.00
18700	Mrs. Lillie M. Suitor	59	50.00
18701	Charles Holtzman	246	200.00
18702	Jacob Cotton	273	200.00
18703	Frank Hrbek	476	200.00
18704	Ambrose A. Winnot	624	200.00
18705	Wm. E. Stabler	716	200.00
18706	N. V. Brock	729	50.00
18707	Thomas Howie	766	50.00
18708	Chas. McNary	994	200.00
18709	Jerome Tibbetts	1107	50.00
18710	Wm. H. Cheesley	1244	200.00
18711	Mrs. Theresa Krebs	1548	50.00
18712	D. R. Satterfield	576	200.00
18713	Mrs. Julia Strand	167	50.00
18714	Mrs. Margaret Watson	10	50.00
18715	Mrs. Edna B. Baxter	10	50.00
18716	Mrs. Boghield H. Larsen	464	50.00
18717	Mrs. Maria Gaebler	558	50.00
18718	Otto A. Rauschenbach	13	92.25
18719	John Clark	1	200.00
18720	Mrs. Paulina Sauer	12	50.00
18721	J. M. Bates	16	200.00
18722	Albrecht Kowert	45	200.00
18723	D. W. Griffin	281	50.00
18724	Mrs. Elizabeth Cohen	318	50.00
18725	Mrs. Lucinda Hill	345	50.00
18726	Geo. H. Hurst	374	200.00
18727	Eugene D. Dilts	455	50.00
18728	Clinton C. Hudson	1015	50.00
18729	Mrs. Julia Verchereau	99	50.00
18730	Chas. A. Taylor	122	200.00
18731	B. J. Scott	318	200.00
18732	August Block	1447	200.00
18733	Hiram H. Hall	1763	200.00

Total $26,381.88

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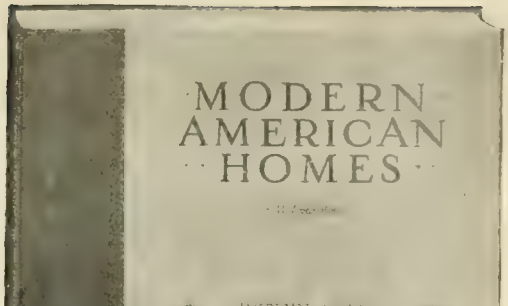

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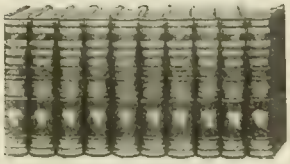

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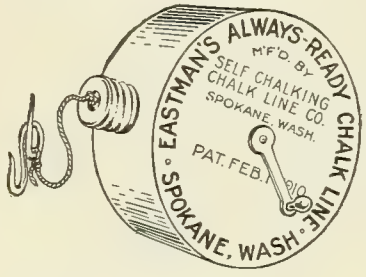

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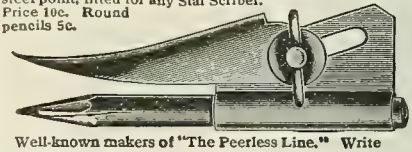

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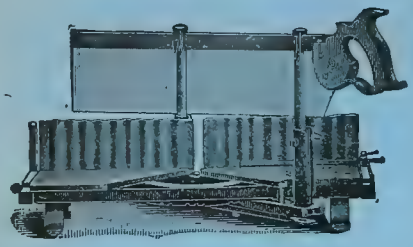

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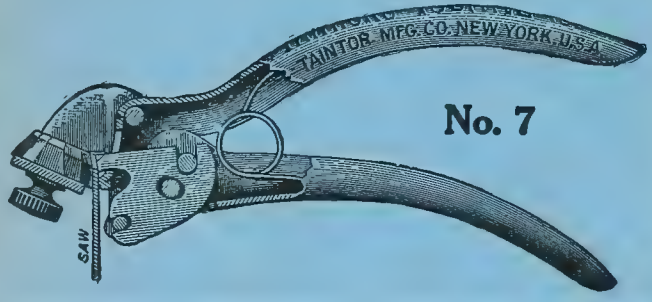

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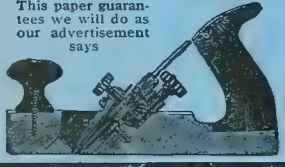

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The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

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Come With Me

By MARGARET SCOTT HALL

My home is a working-man's cottage,
But fair as a picture can be,
It is daily my inspiration—
At night it is joy to me;
Shut out the cold world and its worries,
No longer a pessimist roam,
Come with me, and look through my glasses
To see my sweet pictures of home.

The turmoil and grind of the work-shop—
You've tried it and know it is tough,
Eight hours of hard daily labor
I think you'll agree is enough—
Well, after the day's work is finished
My picture of home you must see
And enjoy an evening of pleasure—
Make part of the picture with me.

The eight hour system of labor
Gives eight more for refreshing sleep,
And there's eight for recuperation
For storing up sunshine to keep;
For making this life worth the living
And worthy the trouble we take,
For painting home's fireside pictures
That is every man's right to make.

Reform that is driving out sweat shops
And building manhood at its best,
The eight-hour system of living—
For work and for play and for rest;
Then look with me into the picture
And picture the ideal age
For happiness, home-life and comfort
When Love shall grant labor's just wage.

STEEL, STEELE, AND STEAL

(By Louis Francis Budenz.)

The sons and daughters of toil must be guarded as well as may be from these greedy stewards. They must strengthen their weakness by unity's bond.—George Milligan.

AMONG the many astounding facts disclosed by the report of the Stanley investigation of the Steel Trust, we read with particular interest of a certain occurrence on the 17th day of June, 1901. The "infant industry" was at the time barely six weeks old, but was already quite aggressive and kicking. It had been brought into existence by a series of deals involving "defective, obsolete plants," padded values, excessive capitalization, stocks "not watered but literally deluged," and as a result could, even at that early date, stand on its feet, a complete monopoly. One of its subsidiary companies, as an example, the National Tube Company, formed through a consolidation of seventeen antiquated, improperly equipped factories, representing a real value of $19,000,000, had been padded up to an intangible value of $80,000,000, and in spite of the filling in of this artificial "value" showed for the year ending June 30, 1900, a net earning of $13,878,000 over and above all costs, depreciation, bad debts, etc. In addition, J. Pierpont Morgan & Co. had received the neat sum of $62,500,000 for engineering the deal. Now, of course, on this 17th day of June, the newly fledged United States Steel Corporation wished to keep up the "good work" only on a greater scale, if possible. And with the men in control of the Steel Trust all things were possible.

Which brings us down to the little incident we have already noted. It is one of the initial meetings of the executive board of the corporation, held in the city of New York. The gentlemen of the board are figuring on how to cover their enormous over-capitalization and at the same time pile up equally enormous dividends. The question of organized labor comes before them. Ah, here is the crux, the solution of the problem! How will they view this all-important question, upon which depends so much of the future character and policy of their organization? Who, for a moment, knowing the past history of these men, could doubt the answer. Consciously or unconsciously, they had imbibed the teachings of a deadly materialistic philosophy which knew naught of responsibility, refused to see the higher dignity of man, and held out the acquisition of gold at any cost as the apex of attainment and success.

Mr. Charles Steele, a member of the firm of Morgan & Co., and also a member of the board, comes to the rescue of the gentlemen considering the proposition: "Shall we favor organized labor in our mills, insuring to our men, decent places of work, adequately short hours, and a living wage, or shall we stand firmly against it and declare that only we have the right to organize?" Mr. Steele brings in a resolution that covers the whole matter quite satisfactorily. Let us read it.

"We are unalterably opposed to any extension of union labor and advise subsidiary companies to take firm position when these questions come up and say that they are not going to recognize it, that is, any extension of unions in mills where they do not now exist; that great care should be used to prevent trouble and that they promptly report and confer with this corporation."

The resolution of the able tool of Morgan is concurred in. Union labor is persona non grata in the mills of the Steel Corporation. What is the result? Union labor leaves the steel mills; the corporation turns for assistance to the inpouring hordes of Europe. These men know nothing about steel and iron man-

ufacture. They come mainly from the agricultural classes of their native countries. Many of them do not realize the dangers incidental to their work. Eighty per cent. of the unskilled labor of the Steel Corporation is today made up of these unorganized immigrants. "With the benefit of a skilled American foreman, such a crew can work out results in unskilled labor production. The profits of this system of labor employment go to the Steel Corporation, while the displaced American shifted as best he could."

Advantage is taken of the ignorance and lack of unity of these men from across the sea. Their day of work is long, their wages insufficient to support them. The conditions in which they and their families are forced to live have been well pictured for us by Margaret Byington in her story of "Homestead: The Households of a Mill Town," in the series of the Pittsburgh Survey. The word "steel," as in so many other ways, becomes equivalent to "steal." Here is the report of the United States Commissioner of Labor on the question of hours in this industry:

"During May, 1910, the period covered by this investigation into the steel industry, 50,000 persons, or 20 per cent. of the 153,000 employes of the blast furnaces, steel works, and rolling mill covered by this report, customarily worked seven days per week, and 20 per cent. of them worked eighty-four hours or more per week, which in effect, means a twelve-hour working day every day in the week including Sunday.

"The hardships of twelve-hour days and a seven-day week are still further increased by the fact that every week or two weeks, as the case may be, when the employes on the day shift are transferred to the night shift, and vice versa, employes remain on duty without relief either eighteen or twenty consecutive hours, according to the practice adopted for the changed shifts. The most common plan to effect this change of shift is to work one shift of employes on the day of change through the entire twenty-four hours, the succeeding shift working the regular twelve hours when it comes to duty."

And Mr. Louis Brandeis, in his testimony before the Stanley Committee, said: "The Associated Charities of Pittsburgh have computed the cost of bare existence for a family of a husband, a wife, and three children in that city at $768 a year. By working twelve hours a day, 365 days in a year, 65 per cent. of the steel workers there earn $150 less than the amount actually required for the bare cost of living," and he adds, "the horrible conditions among its employes are the result of a compulsory elimination of unionism," a statement borne out by the investigations of John A. Fitch.

But these conditions shall not last long. The workers are to be awakened. Organized labor is to assert her principles and is to enter the lists against the giant trust. Already the manifesto has gone forth in many different languages: "Organizzatevi, ureditresi, organizucje sie, organisez vous, organisiest euch—organize!" It is to be a mighty struggle, perhaps the greatest American labor has had yet to face, but who can doubt the outcome? Already has the first victory been won in the mills of Braddock. As Gompers, the grizzled veteran of a thousand conflicts, has declared: "This battle is not just for the men who are worthlessly toiling their lives away in the steel mills; it is instead a battle for humanity!" And humanity with the right will triumph! Let us take our stand with the legions of the toilers and demand justice for these men, that they may live, not merely exist, have happy homes, and enjoy for a time at least the glory of God's sunshine.

There is a working class—strong and happy—among both rich and poor; there is an idle class—weak, wicked, and miserable—among both rich and poor.—Ruskin.

BROTHERHOOD

(By Wm. J. Shields.)

HOW much there is represented in the word, if we could but live within the meaning—fraternity of association as men of like occupations or dispositions. Our experiences during our thirty odd years of life has laid bare differences in our dispositions, as varied as the abilities to be found with the individuals that carry our card, and profess our faith. The spirit of mistrust prevails and divisions exist, too often on imaginary lines. There is pulling apart, and a spirit that is far from brotherhod existing. While this condition causes us considerable anxiety at times, still on a calm investigation of what the general situation represents, these ailments are but natural. Our composition—the representatives of all the nations, and the assimilating of all these nationalities—represents one of the great problems of the movement. This work cannot be accomplished in a year or two, but represents a continuous work, for the reason that our ports are open and immigration is practically unrestricted.

The mechanical end of these newcomers settle in our larger communities and from the fact of not understanding our language or customs, are apt to be taken advantage of by unscrupulous employers, and this advantage not only retards their possibilities, but establishes a competition that interferes seriously with the existing conditions, made possible through years of persistent effort. The brotherhood spirit is not used as a conciliation to right the wrong in cases of this kind. If we were to stop to reason in situations of the character mentioned, my belief is that our aim would be to meet this evil by the appliance of remedies that would reduce to the minimum the abuses. The best results possibly might be obtained through selected leaders of the class responsible for the deficiencies, putting the matter squarely before them, appealing to their honor, rather than to their passions or prejudices. It may be reasoned by some that there is a lack of honor, but the tests applied in the past struggles of the labor movements do not warrant that assumption. Labor's history furnishes absolute proof of the devotion to the cause of larger liberty by the alien class. Let me cite but one example—the Lawrence strike of the past year. We are told, and the story hasn't been disputed, that seventeen distinct nationalities were participators in that big strike, and the exhibition furnished of self-sacrifice and staying qualities has never been excelled in any like occurrence, and nothing could redound more to the credit of these seventeen nationalities than that not one of them furnished scabs to break the strike.

Not only in cases of the kind mentioned is the spirit of brotherhood lacking, but we are at times led to believe that the acts of some of those within the ranks are questionable. There are positions assumed and parts acted and words spoken for purposes of self-advancement, and they who assume these parts seem to be blind to the consequences of their actions. It takes all kinds to make a world, we are told, and the same applied to a society of the makeup of the U. B. But it would seem to some of us, that the world would be a better place to live in, and society a more able defender of the rights involved, if some of the kinds referred to were more accurate and less abusive in their passion of distortion. This is no brief against honest criticism of men or principles, publicly expressed, if submitted in a kindly spirit. To those who hysterically indulge in bitterness and unfairness we can say that there can be no doubt but that a continuance of such practices will add to the mistrust

of the membership and impair the usefulness of the organization. It is absolutely necessary, if the trade union movement is to continue as a united and prosperous society that we have confidence based on a belief in the trustworthiness of another, of faith in the institution, and the membership thereof. Confidence is the bulwark of commercial life, the mainstay of the business world, a necessity in the home, and in social life, and in trade unions likewise is essential. Without it your movement must in a measure fail.

In our past election for general officers—being privileged to attend a few of these meetings and having had the opportunity of noting the effect on the minds of the membership of the literature circulated there—I was reminded of the story of the two tramps, who approaching a house, met a dog at the gate. "Dat dog is all right, don't you see him waggin' his tail?" "Sure I do," said the second tramp, "but he's growling too, so I don't know which end to believe." Lack of confidence in the stability and integrity of the officers and unions can do more harm than any other one hindrance. The confidence destroyed in the movement causes a depreciation of interest on the part of not only the member, but also on the part of the member to be. It goes beyond that and depreciates our influence with society in general.

The more sacred the character of the institution, the more easily affected by the lack of confidence. Ask yourself: Would you deposit your savings in a financial institution which has a questionable reputation for honest dealings? Bring the matter closer home. Would you voluntarily in the interest of trade protection, give consideration to the society whose method of doing business was in doubt? You must place yourself in the position of the man outside the fold whom you want to interest. It is your duty and mine, to see that slanderous utterances, whether by tongue or through print be stopped. Disguise it as one may, an anonymous circular is a personal thing, prepared by an individual who knows what he is writing, and he should be held as accountable for it as though he stood in the open and shouted the words from his tongue to the four quarters of the globe. His position is in violation of the Golden Rule and in direct opposition to the spirit of brotherhood. We need to keep before us the fact that the fraternal spirit, brotherly consideration, co-operation, care of legislative matters, charitable acts, and the proper attention to trade conditions, all contribute to the making of a successful trade union organization.

It has been truly said that humane institutions (and the trade unions come within this class) derive their worth from the character of those who are responsible for their management, and to the credit of this management it can be said that no other system known to the world has regulated the hours of labor, or extended the earnings and has distributed it as promptly with such small expense or loss as the trade union system has done. In the beginning, our society was but an incident. Now, after thirty odd years, it represents a mighty factor and must be reckoned with in the economic affairs of a hundred million people in all America.

It is creditable that in our rapid development from a doubtful enterprise to a progressive trade union system including so many carpenters of a great continent, there should be found so few errors and defects. It was easy for management to float with the tide, as it were, but experience has lighted the way. Every union worthy of the name is seeking the harbor of safety and permanency. Their honest efforts are surely overcoming the prejudices of employers, conquering hostile authorities, and winning the good will of people in general. Yes, we know the trade union managements have in large part been intelligent, honest and courageous. They have been confronted with a tremendous task, a task the accomplishment of which would have been impossible for any other sys-

tem known to our day. The marvelous success of the plan of organization has been the life saving element, backed by the confidence and enthusiasm of the many whose interests are involved.

The trade unions have been encouraged in many ways to advance the economic, social, moral and intellectual welfare of their members. Enterprises to increase the efficiency of local unions have found hearty response in the hearts and support of the people, until the movement has become a notable factor in community life. All these things have anchored our movement on the bed rock of a favorable public opinion and they can never be lost. The future is in our hands, and the unions pursuing their present high plane of conduct can not longer be discredited, except by careless individuals disregarding the brotherhood spirit from within.

THE INDIVIDUAL VALUE OF LABOR UNIONS

(By Robert Burton Bruce.)

IN a former article we sought to show the universal worth of labor organizations to nations, communities and general business. In this, we shall, as heretofore intimated, present some views bearing upon the personal value to each individual member that seems to lie in membership in the great body that governs such organization, but especially its local constituents.

A pardonable digression, not altogether indirectly, must be allowed. A fair and favorable comment, in extended form, upon our recent views, comes from an interested correspondent, who, however, prefers a personal in lieu of a published response to his kindly favor. To be frank but courteous, we are compelled by circumstances to urge the propriety of utilizing the latter course, especially since our endeavor is to attract the attention of not one but every pair of eyes in hope that each and every one will be interested in our present and former views. Our friend regrets—rather hastily, we fear—our failure to place the individual value of labor's union organizations as worthy of consideration of wage earners, both personally and collectively, and as paramount to all other interests. There was no failure. Nor was the thought passed. That this is true, we suggest our critic to note the paragraph that introduces the present and then read again the last clause of our preceding paper. In fact, let there be no exception.

Every student of the labor movement knows as well as we do that there are few labor readers of labor writings who are deep digesters of what is written. It were better if every wage earner, whether holding or not holding membership in a labor union, would read and digest every paper that bears upon the great movement which all must admit so vitally concerns the working people of the industrial world. If this were done, there would be a clear conception of the injustice that is wrought against the laboring masses in the opposition and oppression that is so often carried on by their enemies—their tyrannical and greedy employers.

This only strengthens our fear that fewer still fully realize how really great is the worth to the individual member, as also to the general membership, of labor unions, and a local connection with one that has a wage earner's respective trade or vocational interests to guard and advance. Our insistence is that industrial prosperity would have no foundation whatever were it not for the might and main of union labor and its organizations; indeed the structures would be broader and firmer if mem-

bers gave to them unswerving fidelity so long as the buildings stood upon moral and industrial right and justice.

All power is greatest when it is compact and concentrated. Its value is then enhanced. Individual and collective appreciation, on the part of not only every unionist, but every wage earner of organized labor and its constituent bodies and their unity of power cannot but rise to the highest, as the value of that power increases or is developed. As the great business world needs the arm of dependable labor, so do the wage earners need and require all the power of that same arm to increase their own individual and collective strength as requisite elements in that same world.

It is almost an utter impossibility to enumerate or even designate the special and specific benefits that lie in a membership in a labor union, and those that are embraced in organized labor's concentrated power. In the accepted view, it is conceded that the rank and file give this power its mighty strength in aiding toward increasing wages or holding them at a figure above the pinching point. How shattered would that power be if either the rank and file or both did not give their individual or their collective endeavors to retain and increase this strength! As pertinently might it well be asked, of what value to the individual member, if there were no such endeavors that strength were so shattered?

Just as difficult a task is it to estimate the value in the amelioration of working conditions and the lessening of the lengths of burdening working hours. In this first effort, the cost of living is involved, while in the second, the danger and endurance of the physical and not infrequently the mental faculties and forces of the toilers, is unquestionably a matter of deep and serious consideration to the individual member.

No one who prides himself as possessing able knowledge and experience, desires to work with or alongside of an untrained, irresponsible, and disagreeable co-worker, nor to communicate to him the valuable information and knowledge he has acquired from sources which he knows have long been skilled and industrious workmen worthy of their hire and have been made so worthy by the principles and precepts and under the guidance of organized labor. Nor will any true unionist permit his son or daughter to industrially train or associate with other than those who uphold such principles, follow such precepts, and appreciate such guidance.

Often have we heard the vagrant worker say, "Labor unions never did me any good." Well, isn't it just as consistent for the unionist to say, "Non-unionists never did me any good." If anything, isn't it truer and far more forcible to charge the vagrant element with being the hirelings of others to break the power and good of organized labor? Does that element ever aid and assist the families of those who are in battle against industrial oppression? Is not a union card a better friend to either a transient or resident worker who appeals for employment or the necessaries of life than the one who steps in to accept and barely subsists upon meager wages, and yields to the denial of constitutional, social, political, civil and industrial rights?

All such rights must be placed among the individual benefits arising from membership in a labor union. Specifically, they should be classed as industrial benefits, rather than purely charitable and benevolent helps. Charity truly covers a multitude of sins, but it is not always the wicked sinner is of the erring, misguided and unfortunate. Nor will it be denied that true benevolence aids more properly the needy and distressed or the family that meets misfortune or the family that is left in that state when by the decree of death the supporting arm is taken forever from it.

In the hours of sickness or distress or the sadder ones of death, the individual value of labor unions have, to a member, a corresponding greatness to

the kindly offices which his church or his fraternal societies have and perform for him and his family. Both are noble institutions worthy of noble support. As a final suggestion to all unionists worthy to be considered such, is the admonition that a failure to pay dues, fines and assessments, called for by labor unions, cuts off not only the industrial helps but all the benefits of charitable and benevolent power. May we not, therefore, ask in behalf of the family and the home that no unionist surrender by choice or neglect his valuable membership in the local union in which he has placed it?

MODERN TASK-MASTERS AND TOILERS

(By Margaret Scott Hall.)

The lessons of tomorrow
Are the lessons of today,
Today the lessons are the same
As those of yesterday.

EVERY generation has the same lessons of experience to be learned and applied in the same way as its ancestors. History repeats itself in economic processes as well as social and political progression.

In days of olden time, as now, there were two distinct sides to industrial disputes. Then as now there were tyrannical task-masters and over-burdened toilers. And forever through the ages, in all countries and every government when oppression becomes intolerable, trouble stirs up. When greed and selfishness get to their limit and over-reach themselves, the extremes of opulence and penury, as two factions, get to the scrapping point, and there is usually just cause for a quarrel. More than ever before, the general public is interested in industrial efforts for the good of the people. Imperfect as some critics find the labor union, it is now acknowledged as a factor for good in the foundation of more humane relations between employer and employes. The demands of justice ought not to be hard for all the people to meet cheerfully.

It has been asserted that nine out of ten employers will give their employes a fair deal as soon as they learn that the employes have the interests of the firm at heart. That sounds well, and it is to be hoped that it is the experience of the trades as well as clerks and traveling men. It is a word—about success—that may be left to the individual opinion. The best business men of today are those who have worked from the bottom of the ladder. For all the workingmen's boys and girls there may be a good suggestion in this. To do their very best, honestly and loyally in whatever place they occupy is the one sure way to become fitted and worthy of something better. Knowledge is power, and there is a legitimate field of endeavor in which there ought to be room and place for every worthy worker.

Make yourself a skilled workman and deserve a skilled workman's pay and position and you can not long remain among the class of "jack legs," and it is up to you to climb higher out of the ranks of the rabble and discontents.

The modern task-masters who are on the lookout for cheap labor and ignorance, are usually the tools of the capitalist who prefers to not see conditions for himself. Such task-masters pride themselves on being valuable to their bosses by getting the richest possible results out of big business, regardless of consequences to the toilers employed. Sweat-shop labor exists and cries out for remedy. Child labor exists and is a menace to our civilization. Thousands and thousands of young women are devoting the best of their youth and energies to work in office, store, factory, etc., forced out of the home to become self-sustaining. The bread line exists—a

humiliating evidence of greed, wrong, injustice, and oppression in financial systems, as well as a criminal neglect on the part of national responsibility toward the children of the workingman. All of these growing evils the despised labor union—abused of capital's henchmen—is at work with might and main to correct and relieve.

It may not have been, at first, a mighty force in its action regarding the industrial ailments, but its persistent efforts for good have become a recognized influence in industrial reforms that will be of permanent betterment to the world.

Every day unionism has to bear the sins of all the anarchists and crooked, half-baked cranks that have become desperate through force of life's cruel circumstances, and each day it has to live a whole volume of refutation for the undeserved calumnies it must endure. But organized labor, living up to the courage of its convictions, still keeps on its way with its same high purpose and undaunted perseverance.

Its toilers resent the injustice of the hireling task-masters who favor low wages, long hours, ignorance and dependence, and are learning by experience that there is strength in union. In organized labor there is something still to be learned from the captains of finance.

The time is coming when the prosperous can no longer turn a deaf ear to the cry of want, nor shut out the sight of a neighbor's child suffering in need and neglect. "Those who have ears to hear" may already have their hearts wrung by the misery of those who are crying out against the inevitable. "Those who have eyes to see and see not," must be no longer blind—wilfully blind—to the degradation their selfishness has caused.

Modern task-masters and toilers must get a better and clearer perspective of each other's motives and each other's needs and rights, and doing so, each will strive to improve self as well as the other fellow. As has been said: "Love and labor will reform the world, but neither can do it alone." Organized labor will go on and on, teaching and practicing brotherhood until Love becomes the law supreme.

STRIKE HISTORY

The strike of workmen against employers for a redress of grievances is not a new instrument in this country. Even a half century before the signing of the Declaration of Independence strikes occurred. It is true they were not of a general character, being sporadic and infrequent, but nevertheless emphasized the spirit which was rising in the breasts of workmen who were compelled to work under unfavorable conditions.

Among the first strikes to occur was that of the journeymen bakers in New York City in 1741. The men engaged in this strike were indicted, but the records are of so hazy a character that it cannot be determined accurately as to what disposition was made of the case, although from the best information obtainable the men were convicted under the indictment, but sentence never passed.

The next strike of record occurred in May, 1796, of the journeymen shoemakers in Philadelphia. A strike was then called a "turnout" and was participated in for the purpose of securing an increase in wages. These men were also indicted in court, but the issues involved in the controversy were won by the striking shoemakers. Another strike by the shoemakers in Philadelphia was had in 1798, which likewise proved successful, another increase in wages being secured. In 1799 the shoemakers again struck to resist a reduction in wages. The strike lasted about ten weeks, and the shoemakers were partially successful. The number of shoemakers involved at this time was only about 100.

In November, 1803, a strike occurred

in New York City which is commonly known as the sailors' strike. A number of sailors, who had been receiving $10 per month, demanded an increase to $14. These sailors formed in a body, marched around the city and induced other seamen who were employed to leave their ships and join the strike. The strikers were dispersed by the constables and their leader arrested and lodged in jail. This strike was unsuccessful.

In 1805 the shoemakers of Philadelphia again went on strike for an increase in wages of from 25 to 75 cents per pair. The strike was of six or seven weeks' duration and was only partially successful. Growing out of this strike another court proceeding was had, and the shoemakers were found guilty of a combination to raise their wages and were fined by the court $8 each, with the cost of the suit.

A series of strikes in the various trades, dating from 1809 to 1835, was had, but in the latter year a number of merchants in Schuykill, N. Y., pledged themselves not to employ laborers "unless they would agree to work by the day and from sunrise to sunset, with an allowance of one hour to breakfast and one hour to dinner to June 1, and from that date one hour to breakfast and two hours to dinner, and then we will not give exceeding $1 per day to laborers." This act had the effect of creating a change in public sentiment relative to conspiracy, the position then being taken that if combinations of working men were wrong combinations of employers must also be wrong. This was the turning point which finally gave the right of labor the lawful right to strike.

Since this date the number of strikes has increased, owing directly, of course, to the increase in population. As to the general success of all the strikes that have taken place, it has been apparent that the greatest gains in increases in wages and shortening of hours through the medium of the strikes has been among the building trades, and there are now in the building trades alone in the United States and Canada approximately 700,000 men who are working an eight hour day at a wage 20 per cent. higher than fifteen years ago. In the great contest between the employers and workmen methods have been adopted by employers and employes' associations to defeat the just cause of workmen in gaining better conditions in order that an American standard of living may be maintained. Orders of courts have been invoked. Through a decision handed down by the United States Supreme Court, the organizations of labor are denominated illegal combinations in restraint of trade, and every other obstacle has been placed in their pathway to retard the progress of the legitimate and justifiable demands of labor. The ever changing evolution of industry compels workmen to constantly engage in industrial warfare to protect their interests. The right to strike is an inalienable right, and were it not that this right is recognized our country would soon gravitate to one of the worst despotisms of which history records. The great race for wealth by captains of industry intensifies the struggle, but the exercise of the rights of workmen to resist unfair conditions of employment and inadequate wage can truthfully be said to be the safety valve of American society.—Exchange.

INDUSTRIAL DISEASES IN THE UNITED STATES

The failure of the national and state governments to protect workmen from preventable diseases of industry is strikingly brought out in a report just issued of the Second National Conference on Industrial Diseases. It is shown that in three years the Illinois commission found 578 cases of lead poisoning in that state and that a hasty and incomplete study disclosed 121 cases on this one disease of occupation in New York City alone. Many of these were due to the absence of

regulations requiring the use of simple protective devices and practices which, it is pointed out, are in general use in Germany and England under legislation providing for the payment of insurance benefits in the case of sickness directly due to industry.

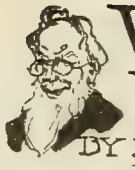
A growing appreciation, however, of the need of regulating the conditions among which the thirty million wage earners of this country carry on their work is shown from the recent prohibition by Congress of the manufacture or sale of "phossy jaw" matches and from the enactment in eight states during the past year of the bill prepared by the Association for Labor Legislation requiring the compulsory reporting of certain of the more evident industrial diseases. The report, which is profusely illustrated, is divided into four parts. Diseases of Occupation are treated in papers read before the American Medical Association, this year for the first time giving place on its annual program to the industrial disease problem. Dr. W. Gilman Thompson presents a plan for the classification of occupational diseases; compressed air illness or "caisson disease," is discussed by Dr. Frederick L. Keays from a study of 3,692 cases under his observation during the construction of the Pennsylvania East river tunnels, and Dr. L. M. Ryan, physician to the Foundation company, deals with the same disease and the preventive methods to be adopted in caisson work. Occupational skin diseases, nervous and mental diseases, diseases of the eye, and industrial poisons are covered by such well-known authorities as Dr. John A. Fordyce, Dr. Chas. A. Dana, Dr. Ellice M. Alger and David L. Edsall, whose testimony refutes the contention that national ingenuity and inventiveness have lessened industrial diseases here and have made less needful the rigid legal control exercised in other countries.

Reports of lead poisoning in New York City and of the examination of 1,413 workers in cellar bakeries and tailor shops are included in a section dealing with investigations. Dr. Richard C. Cabot of Boston pleads for more work by hospitals and clinics in the prevention of industrial diseases and Professor C. E. A. Winslow contributes a much discussed paper on temperature and humidity in factories. Professor Baskerville proposes the use of certain preventive agencies for workmen exposed to dusts, fumes and gases.

If industrial disease is to be adequately handled in this country, information must be had as to the extent of these diseases and as to the particular occupations in which they occur, points out Dr. Cressy L. Wilbur, chief statistician of the U. S. Census Bureau. A proper nomenclature of occupations is the first requisite, and this, Dr. Wilbur announces, is being prepared by the American Medical Association.

The medical inspection of factories in Illinois is shown to have resulted in the reporting of 247 cases of industrial disease from thirty-one manufacturing establishments during the first eight months of the law's operation. One plant is cited which had seventy-three cases of lead poisoning last August due to dry sand papering of lead paint. With the use of a simple respirator for the protection of these workers as recommended by the department, the hazard of this occupation has been so far reduced that there has not been a single case of lead poisoning in that particular establishment in the last four months. Dr. Leonard W. Hatch, statistician of the New York Department of Labor, who has had charge of the registration of industrial diseases in New York State, emphasizes the need for educating physicians as to the intent and scope of registration laws and testifies to the gratifying results obtained from the first few months' operation of the act.

The report, which is issued by the American Association for Labor Legislation, closes with a bibliography compiled in co-operation with the library of Congress and the U. S. Bureau of Labor, containing in addition to more important foreign works over 600 American titles.—American Association for Labor Legislation.



WORTH WHILE

BY BERTON BRALEY

Life is so full of a number of things,
I am sure we should all be as happy as kings.

—Stevenson.

Life worth living? You can bet.
'Spite of all its woe and fret.
There's the fun of being young
With the world before you flung;
There's the fun of being old
Having watched the play unfold;
There's the fun of dreaming, too,
And of making dreams come true;
There's the fun of sun and rain
And of respite after pain;
There is friendship, there is love
(Sweetest thing I'm singing of),
Laughter, music, light and mirth
And the loveliness of earth;
There's the fun of work and fight,
Setting evil things aright,
'Spite of sorrow and distress—
'Spite of toil and weariness—
Life worth living? Well, I guess.

Editorial

THE CARPENTER

Official Journal of

The United Brotherhood of Carpenters and Joiners of America

Published on the 15th of each month at the CARPENTERS' BUILDING Indianapolis, Ind.

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FRANK DUFFY, Editor

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INDIANAPOLIS, MARCH, 1913

"Big Six"—A Modern Trade Union

A most important contribution to the annals of American trade unionism and at the same time consequently of great general economic value is the volume recently issued by the New York State Department of Labor, the work of its senior statistician, George A. Stevens, entitled: "New York Typographical Union No. 6: Study of a Modern Trade Union and its Predecessors." It recites the history of all the unions of New York journeymen printers since Revolutionary times, and contains incidentally many matters of interest in the general labor movement. It relates in particular the story of No. 6, its establishment as the New York Printers Union in 1850 under the presidency of Horace Greeley, its incorporation in the National Typographical Union in 1852 as No. 6, its various wage movements, its efforts for shorter hours finally culminating in 1906 in the eight-hour day, and its increase in membership, despite set-backs such as in the panic of 1857 and the disastrous newspaper strike of 1864, from 28 in 1850 to 6,969 in 1911.

In picturing the general industrial conditions which existed at the time of the institution of "Big Six," the author says:

"It was at the threshold of America's Golden Age that the New York Printers Union (which eventually became Typographical Union No. 6, familiarly known as "Big Six" throughout the industrial world), had its inception. From California had come the gladsome tidings that mines of fabulous wealth had been uncovered, and this discovery on the Pacific slope of the most precious metal marked an important era in the life of the nation. Emigration to the farthest West commenced with the earliest intelligence that the mountains of the remotest corner of the continent had yielded their inexhaustive treasures to the hand of the delving explorer, and this exodus increased in proportion to the amount of gold that was taken from the earth. Great improvement in business ensued. Large quantities of the yellow metal were mined, producing an immediate change in the value of the currency and producing a revolution in the prices of commodities. Labor, particularly in New York City, experienced the influence of these rapid alterations in conditions. Realizing that their earnings were not commensurate with the demands consequent upon the upward tendency of the cost of living, the workmen sought to broaden and better their economic standard through organization. In the closing days of 1849 formation of

unions began among a few metropolitan trades in a small way, the printers being in the van of this uplift effort, but by the advent of the succeeding spring quite a number of protective associations had sprung into existence, and the modern labor movement was then firmly launched."

It was in August of the latter year (1850) that the Industrial Congress was established in New York. In March the union of house carpenters, seven hundred strong, had succeeded in fixing the uniform wage rate in the trade at $1.75 per day, the compensation previous to that time ranging from $1.25 to $1.50 a day, and in December they began the agitation for the eight-hour day, in which they were actively assisted by the tailors, most of whom at that time were forced to work long hours for very small pay. It was also about this time that the contract or sweating system began to gain a foothold in the clothing industry.

The New York journeymen printers, for their part, had had many grievances that they were confident could be adjusted through united action. The cost of living had greatly increased, while wages had remained small and lacked uniformity. Each newspaper had a rate of its own and all sorts of prices prevailed in the book and job branch of the trade. Compositors who were employed by the piece at night on newspapers complained bitterly of the irregularity of their working hours, due mainly to the way in which foreign news was handled. All these causes combined to hasten organization. On January 12, 1850, twenty-eight journeymen assembled at Stoneall's Hotel, and adopted the first constitution of the New York Printer's Union, deciding that the organization should date from January 1, 1850. On January 19 a second meeting was held and the first set of officers was elected.

From the very beginning, conservatism marked the union's course in suppressing abuses, increasing wages, and shortening the work-day. Before it made a demand for a change it went about its work methodically, thoroughly investigating the condition of trade and considering the welfare of both employer and worker. It was this same spirit of wise conservatism that continued throughout the subsequent history of the organization, and which showed itself in 1890 in the able manner in which the composing machine question was handled, when, upon the introduction of the linotype, the union immediately set about to teach its members how to operate that machine.

During its career, "Big Six" has expended over one million dollars in benevolences. In 1883 a permanent unemployment fund was established, continuing for fourteen years, during which time the magnificient sum of $520,645 was paid out for that purpose. Additional out-of-work benefits amounting to $9,380 have been expended by the union since the abolition of the permanent fund.

Other benefits for its members or their dependents include a farm project, pensions for superannuated members, hospital beds, Union Printers' Home and sick and mortuary claims, the aggregate expenditures for which have amounted to $506,068.81 in the past fifteen years.

On the economic side to defend union principles, it has cost in the same term of years $931,671.87, most of that sum having been spent in strike relief incidental to the successful dispute for the eight-hour working day in the book and job trade.

Provision is made by the union for the interment of deceased members who have no nearby relatives, places of sepulture being in seven cemeteries in the vicinity of New York, the first purchase of space for graves having been made in Calvary Cemetery, Brooklyn, on February 1, 1857.

No. 6 has had some distinguished names on its rolls in the past, not the least of whom was Horace Greeley, the founder of the New York Tribune and first president of the union, whom Albert J. Beveridge termed "the prophet, philosopher, orator, and soldier of the common good of that notable epoch for

those who toil," in which he lived. Among many other names might be mentioned Hon. Amos Jay Cummings, John C. Reid, managing news editor of the New York Times; John R. O'Donnell, of the Herald; Hon. George Wilbur Peck, formerly Governor of Wisconsin; Isaac W. English, the noted publisher of the New York Sun; Hon. Jos. J. Littleton, and Wesley Washington Pasko, an eminent author. During the Civil war 33⅓ per cent. of the members of "Big Six" took part in that struggle. It may be interesting to note that the New York Typographical Society, the forerunner of the New York Printers' Union had such men as Samuel Woodworth, the author of "The Old Oaken Bucket;" Thurlow Weed, "the Warwick of American politics;" Peter Force, the great annalist, and Chief Justice Ellis Lewis, of the Pennsylvania Supreme Court, on its roster.

The history of Typographical Union No. 6 is one of wonderful achievement and perseverance, and shows the possibilities of the modern trade union. It will no doubt in time be referred to as an example of this particular phase of economic development, even as today we review with interest the magnificent work of the medieval guilds, who did so much for their members in their day. For the present its record should serve as a stimulus to the members of other trade unions, encouraging them to continue in their efforts and to make their organizations in their own particular localities and under circumstances existing there as much of a success as No. 6 has been in its own fertile field—the city of New York.

The Electrical Workers

As will remembered by the members of our Brotherhood, a number of impetuous spirits in the International Brotherhood of Electrical Workers a few years ago, after failing to gain control of that organization, decided to secede and form a union of their own, with the same name as the bona fide body and with headquarters in the same city, Springfield, Ill. It will also be remembered that this seceding organization, known as the Reid faction, appeared before the Denver convention of the A. F. of L. in 1908, seeking recognition and that that convention refused to recognize the seceders and seated the delegates representing the regular organization by an overwhelming vote. Shortly afterward, the American Federation of Labor, after a thorough investigation, officially recognized the original International, whose delegates had been seated at Denver.

At the time that the trouble arose, the revolting faction tied up by injunction all of the funds of the union, amounting to about $100,000. A little over a year ago the case in regard to this matter came to trial before Judge Phillips, of Cleveland, O., and the regular organization, represented by President McNulty and his colleagues, won a signal victory over the seceders, their contentions being sustained on practically every point. But Reid and his followers, not satisfied, refused to accept the verdict of the lower court and carried the case to the Court of Appeals of the State of Ohio. On January 13, this court through Justice Meals, handed down a decision sustaining in every particular the finding of Judge Phillips. This decision, as in all cases of the kind, was based on the organic law of the organization—its constitution. It had been clearly proven in the trial before the lower court that the irregular convention call and the foundation of the dual union were in direct violation of the laws of the Brotherhood.

This fact ought to convince the electrical workers outside the regular organization that it is their duty to return to the bona fide body, recognized by the American Federation of Labor. The executive board of the International has offered them exceedingly liberal terms, allowing all locals that become affiliated on or before March 1 of this year, reinstatement free of cost, putting them in immediate benefit standing

without penalty. We are pleased to note that many have already come over, seven locals only recently being reinstated. It is for the best interest of the labor movement and for themselves that the others outside the fold should realize the importance of similar action and should follow the example of their brothers.

"Bob" Glockling Dead

"Bob" Glocking, president of the International Brotherhood of Bookbinders, who for many months was a sufferer from an incurable disease, is dead. "Bob" was generally known throughout the labor world, and particularly so among the printing trades. He was an able and conscientious officer, and his ability and grasp of the trade union movement made him a valuable asset not only to the bookbinders, but to the general movement. His loss will be keenly felt by the organization of which he was president.

Progress

There is a great difference between adherence to old principles and adherence to old methods. Progress consists in the application of old principles to new conditions, and it is only when there is a firm grasp of fundamental and essential principles that it is possible to devise new methods which have permanent value. Merely because an idea is new it does not necessarily follow that it is wise or profitable. The art of invention can never be independent of fundamental theory.—John Grier Hibben, President of Princeton University.

Installation of General Officers

On Saturday morning, February 1, at 10 o'clock, the new General Officers of the Brotherhood were officially inducted into office in the Executive Board room at Headquarters by Retiring General President Huber. The program of the installation was a formal one, flavored by a side feature of fun and merriment. After the ceremony, as prescribed by the ritual of the U. B., had been performed and the affairs of the organization had been turned over to the newly elected President and his colleagues in the administration, a big surprise was sprung on Brother Kirby when four young men of the office force, dressed as pages and bearing tiny tin swords, walked into the room carrying an immense crown. The new President could not understand why levity had a place in a ceremony that had been so solemn, but the matter was a little joke that the retiring officers had prepared for Kirby, and when the crown was placed at his feet, Brother Guerin of the G. E. B. made a mock presentation speech and crowned the President "with the crown," Guerin said, "that had once been worn by his majesty, Old King Cole."

Then enough phony jewelry to decorate the breast of some king in the South Sea islands was presented to Kirby. He accepted and said he would wear it at the banquet which was to be given that evening.

Brother Huber made a short address in which he reviewed the work that had been accomplished during the thirteen years that he had held office. He made a plea for harmony and team work in the organization and declared that each locality or each district should not think only of itself, but of the general welfare of the Brotherhood. Brother Kirby pledged his loyalty to the organization and asked the co-operation of all the members in keeping up the standard set by Brother Huber. Each of the officers spoke, discussing organization work and the outlook for the future. At the conclusion of the ceremonies the office force at General Headquarters presented Brother Huber with a handsome chair, General Secretary Duffy, in their name, making the presentation speech.

To place full responsibility in a State is to encourage a system of irresponsibility among individuals and organizations within a State, and consequently will lead to chaos or to tyranny.

Official Information

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General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice President,
ARTHUR A. QUINN, Carpenters' Building, Indianapolis.

Second Vice-President,
W. L. HUTCHESON, 115 Durand st., Saginaw, Mich.

General Executive Board.

First District, T. M. GUERIN, 200 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Cotton Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 1223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 120 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1998a Christoph Colomb, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary

-:- Our Principles -:-

Resolved, That we as a body thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities

Proceedings of the First Quarterly Session, 1913, of the G. E. B.

The following matters were acted upon by the G. E. B. through correspondence with the G. S. and G. P. between October, 1912, and January, 1913, sessions:

October 10, 1912.

Dayton, Ohio.—Request from the D. C. for an appropriation as relief to men on strike. The Board appropriates $500.00.

McGill and Ely, Nev.—The G. S. submitted to the Board context of telegram from the secretary of Ely Union regarding a proposed demand for an increase in wages. The information conveyed to the Board being vague and meager, action was deferred awaiting additional information.

October 12, 1912.

Indianapolis, Ind.—Request from the D. C. for an additional appropriation for defense of Meadows and Kline. The Board appropriates $3,000.00.

October 22, 1912.

Recommendation of John H. Potts, Board member of Third District, that an extra allowance of $100.00 above the regular allowance be made to each of our delegates to the American Federation of Labor and Building Trades Department conventions. Submitted to the G. E. B. and carried by majority vote.

November 6, 1912.

New York City.—Request of the J. D. C. that the men working for the Hubble Hardwood Door Company in New Rochelle, N. Y., be withdrawn. The request was granted.

Ely, Nev.—Request from L. U. 1326 for financial assistance in support of men on strike. The Board appropriates $240.00 as relief.

November 8, 1912.

Ottawa, Ont., Can.—Request from L. U. No. 93 for an appropriation for organizing purposes. The Board appropriates $100.00.

November 11, 1912.

Cincinnati, Ohio.—Request from the D. C. for sanction to strike to maintain the erection of steel trim. Official sanction granted.

November 18, 1912.

Quincy, Ill.—Request from L. U. No. 1366 for sanction and financial aid in support of a trade demand for an increase in wage and a reduction of hours in the mills and shops. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

November 25, 1912.

Houston, Tex.—Request from L. U. No. 213 for official sanction to inaugurate a trade movement for an increase in wage from 50 to 62½ cents per hour, to go into effect December 1, 1912. Official sanction granted.

November 30, 1912.

Indianapolis, Ind.—Request from the D. C. for an additional appropriation for defense of Meadows and Kline. The Board appropriates $2,500.00.

December 11, 1912.

Quincy, Ill.—Request from L. U. No. 1366 for financial aid in support of men on strike. The Board appropriates $450.00 as relief.

December 12, 1912.

New York City.—Request from the J. D. C. that the matter of appealing to higher court from the decision rendered by Justice Ford in the case of Savage vs. Potter (U. B. vs. Anti-Boycott Association) be submitted to the G. E. B. The Board decided that an appeal be taken from Justice Ford's decision.

December 17, 1912.

Quincy, Ill.—Request from L. U. No. 1366 for financial aid in support of men on strike. The Board appropriates $400.00 as relief.

December 21, 1912.

Ely, Nev.—Request from L. U. No. 1326 for sanction to strike in order to enforce a trade agreement recently made with the employers which they, the employers, failed to keep or live up to. Sanction granted.

Indianapolis, Ind., January 6, 1913.

The first quarterly meeting of the G. E. B. was called to order at the General Office on the above date by Chairman Connolly, with Bausher, Post, Potts, Walquist, Cole and Martel present.

The report of the G. P. for quarter ending December 31, 1912, was read and filed.

Muncie, Ind.—Request from L. U. No. 592 for an appropriation for organizing purposes. This request is referred to the G. S., he to secure additional information regarding conditions in Muncie.

San Francisco, Cal.—Request from Anton Johannsen, member of L. U. No. 422, under indictment in connection with the so-called dynamiting case in Los Angeles, for financial aid in securing counsel for defense. The request states that the expense will not exceed $5,000.00. The request is granted.

Los Angeles, Cal.—Communication from the secretary of the Building Trades Council requesting our general officers to arrange a conference with the general officers of all other national and international organizations of the building trades for the purpose of devising ways and means whereby the building trades of Los Angeles can be unionized. Referred to the incoming G. P., with the recommendation that he take the subject-matter up with the general officers of the national and international organizations of the building trades.

January 7, 1913.

All members present.

San Antonio, Tex.—Appeal of L. U. No. 14 from the decision of the G. P. in a case as to whether it required a two-thirds or majority vote of members of a union voting to affiliate with a central body of the A. F. of L. The decision of the G. P. that a majority vote is

all that is required is sustained and the appeal is dismissed.

Quincy, Ill.—Request from L. U. No. 1366 for additional financial aid in support of men on strike. The Board appropriates $450.00. The G. P. is instructed to immediately send a deputy into Quincy to investigate conditions pertaining to circumstances under which the circular letter of appeal for aid was issued and report to the Board at earliest possible date.

Ely, Nev.—Communications from L. U. No. 1326 containing information relative to the trade dispute existing in that locality, also complaining against the delay in getting replies to telegrams and letters sent to the general officers and members of the G. E. B. The G. S. will notify this local union that no member of the G. E. B. received any communication from this union with the exception of the secretary of the Board, and he immediately turned the two telegrams, all he received, over to the G. S., who in turn so informed L. U. No. 1326. The G. P. is requested to send a deputy into Ely as soon as possible.

January 8, 1913.

All members present.

Joliet, Ill.—Communication from L. U. No. 174 requesting an additional appropriation claimed to be due them for men involved in a trade dispute in April, 1912. The request is denied; the papers are filed.

Dayton, Ohio.—Partial accounting received from the D. C. for an appropriation made by the Board as relief to men involved in a trade dispute. The G. S. will notify the D. C. to return to the General Office the unexpended balance of $204.00.

Niagara Falls, N. Y.—Communication from L. U. No. 322 relative to a decision rendered by the Board October 1, 1912, read as information and filed.

The G. S. placed before the Board the agreement made on August 22, 1912, between the U. B. of C. and J. of A. and the Australian Society of Progressive Carpenters and Joiners. The agreement is filed and the G. S. is requested to publish same in The Carpenter and his quarterly circular.

The G. S. submitted to the Board the protests made by L. U. No. 7, Minneapolis; No. 122, Philadelphia; No. 247, Brooklyn, and of eight delegates from Greater New York City and vicinity who attended the 17th biennial convention of the U. B., held in Washington, D. C., against the incorrect wording of the Proceedings of the twelfth day, morning session, page 62, on new section proposed by L. U. No. 7 relative to having organizers and deputies register at the General Office the name of their home city. Also that every organizer and deputy should each day send to the General Office a postal card where he was located and where he intended to be the following day.

This entire matter is referred to the incoming Executive Board.

Chicago, Ill.—Communication from L. U. No. 1922 complaining against the action of the Constitution Committee on not making a report to the convention on special Label Committee's recommendation in reference to amendments to sections 227 and 228. Inasmuch as L. U. No. 1922 does not claim that this was not the action of the convention, but a failure on the part of the Constitution Committee to report on a certain part of the constitution to the convention, the G. E. B. having no jurisdiction over the convention or any of its committees, the papers are filed.

Denver, Colo.—Accounting received from the D. C. for an appropriation made by the Board to cover attorneys' fees in the case of A. S. of C. vs. U. B. Examined and filed.

Burlington, Vt.—Accounting received from the D. C. for appropriations made by the Board as strike relief during summer of 1912 trade movement; examined and filed.

Roxbury, Mass.—Partial accounting from the D. C. N. Y., N. H. & Hartford R. R. employes for an appropriation made by the Board for organizing purposes. This accounting is referred back to the G. S., he to secure from the D. C. itemized statement, with receipted bills for money expended.

Cumberland, Md.—Partial accounting received from L. U. No. 1024 for an appropriation made by the Board as relief to men on strike during 1912 trade movement. The G. S. will request No. 1024 to comply with his letter of December 21, 1912.

January 9, 1913.

All members present.

Cincinnati, Ohio.—Complete accounting received from the D. C. for appropriations made by the Board as relief to men on strike during 1912 trade dispute; examined and filed.

Grand Rapids, Mich.—Partial accounting received from the D. C. for appropriations made by the Board for organizing purposes.

Vancouver, B. C., Can. Complete accounting received from the D. C. for an appropriation made by the Board in July, 1912, for organizing purposes; examined and filed.

The matter of transferring $40,000.00 from The Merchants National Bank of San Francisco, Cal., to the Anglo and London Paris National Bank of San Francisco acted upon by the Board October 1, 1912, referred to the Board by the G. T. and the check for transferring said amount signed by the members of the Board.

Ottawa, Ont., Can.—Complete accounting received from L. U. No. 93 for appropriations made by the Board for organizing purposes, also complete accounting for money appropriated as relief to men on strike during 1912 trade movement; examined and filed.

Troy, N. Y.—The G. S. placed before the Board the papers regarding the appropriation made by the Board to L. U. No. 636 for organ-

izing purposes. The papers show that L. U. No. 636 has complied with the action of the Board and returned to this office the amount in question as requested by the G. S. under date of August 8, 1912. The papers are filed.

Quebec, Can.—Complete accounting received from L. U. No. 730 for appropriations made by the Board as relief to men on strike during 1912 trade movement; examined and filed.

Yauco, P. R.—Complete accounting received from L. U. No. 1474 for an appropriation made by the Board for organizing purposes; examined and filed.

The Dalles, Ore.—Partial accounting received from L. U. 1617 for an appropriation made by the Board in January, 1912, for organizing purposes. This matter had been before the Board on August 2, 1912, and the G. S. was then instructed to notify L. U. No. 1617 to return to this office the unaccounted balance. The local union not having complied, the G. S. will notify Union No. 1617 to forthwith send the balance of $77.00 to this office.

Sherbrooke, Can.—Complete accounting received from L. U. No. 1648 for appropriations made by the Board as relief to men on strike during 1912 trade movement; examined and filed.

Calgary, Alta., Can.—Complete accounting received from L. U. 1779 for an appropriation made by the Board as relief to men on strike during 1912 trade movement; examined and filed.

Piqua, Ohio.—Partial accounting received from L. U. No. 1908 for an appropriation made by the Board in October, 1910, for organizing purposes. The Board has on several occasions instructed the G. S. to notify L. U. No. 1908 to submit to this office a proper accounting for this appropriation. On August 8, 1912, the G. S. informed this local union as to what bills would be allowed by the G. E. B. The local union having failed to comply with the request, the G. S. is instructed to again notify them to forthwith return to this office the unexpended balance of $34.35.

January 10, 1913.

All members present.

Resolution No. 49, introduced by the delegates of L. U. No. 1440, Lead, S. D., to the 17th biennial convention, held in Washington, D. C., asking that the G. E. B. be authorized and instructed to purchase $10,000.00 first mortgage bonds of the Black Hills Consolidated Mines Company. This matter was considered by the Board at the Washington session and referred to the convention. That body referred it back to the Board with instructions to have a detailed investigation made for the purpose of ascertaining the conditions prevailing in that territory. After careful consideration of all the facts in the premises the Board finds that as section 41, general constitution, specifies that the funds of this U. B. shall be deposited in such banks designated by the G. E. B., therefore cannot comply with the request contained in resolution.

Denver, Colo.—The G. P. placed the papers before the Board in the appeal of A. H. Roenfeldt of L. U. No. 55 of Denver from the decision of the G. P. in the case of L. U. No. 850 of Leadville, Colo., vs. A. H. Roenfeldt. The papers in the case show that Brother Roenfeldt did not appeal to the G. P. nor to the Board from the action of Union No. 850 within the time required by section 158 general constitution. The papers are filed.

Montreal, Can.—Appeal of L. U. No. 1244 from the decision of the G. T. in disapproving the claim for disability donation of Thos. Rochford of L. U. 1244. The decision of the G. T. is sustained on the ground set forth therein and the appeal is dismissed.

Chicago, Ill.—Appeal of L. U. No. 10 from the decision of the G. T. in disapproving the claim for disability donation of John H. McCune of L. U. No. 10. The decision of the G. T. is sustained on the ground set forth therein and the appeal is dismissed.

January 11, 1913.

All members present but Potts, who was away on business of the organization.

Saratoga Springs, N. Y.—Appeal of L. U. No. 1015 from the decision of the G. T. in disapproving the claim for disability donation of L. C. Esmond of L. U. No. 1015. This case is referred back to the G. T. for investigation as to whether the disability is permanent as specified in section 97, general constitution.

St. Paul, Minn.—Appeal of Leo Kazurke of L. U. No. 87 from the decision of the G. T. in disapproving the claim for funeral donation of deceased wife of Brother Kazurke. The decision of the G. T. is sustained on the ground set forth therein and the appeal is dismissed.

Selma, Ala.—Appeal of L. U. 410 from the decision of the G. T. in disapproving the claim for funeral donation of deceased wife of Brother Henry Coats. This case is referred back to the G. T. for a thorough investigation as to date of initiation and date of birth of Brother Coats.

January 13, 1913.

All members present.

Chicago, Ill.—Appeal of Mrs. Frankowski from the decision of the G. T. in disapproving the claim for funeral donation of her husband, Joe Frankowski, late a member of L. U. 199, South Chicago. The decision of the G. T. is sustained on the ground set forth therein and the appeal is dismissed.

San Francisco, Cal.—Appeal of L. U. No. 616 from the decision of the G. T. in disapproving the claim for funeral donation of Carl Rieck, deceased, late a member of L. U. No. 616. The decision of the G. T. is sustained

on the ground set forth therein and the appeal is dismissed.

Whiting, Ind.—Appeal of L. U. No. 1636 from the decision of the G. T. in disapproving the claim for disability donation of Lewis Force, member of L. U. No. 1636. The decision of the G. T. is sustained on the ground set forth therein and the appeal is dismissed.

Holyoke, Mass.—The G. T. placed before the Board a request that the claim for funeral donation for George Clark, former member of L. U. No. 22, who is alleged to have met his death in San Francisco earthquake, be reopened by the Board. This case was considered and disallowed by the Board in January, 1912, also passed upon and disallowed by the general convention held in Washington, D. C., and as no new facts have been submitted since then, the papers are filed.

Quincy, Ill.—The G. P. placed before the Board the report of the deputy who had been sent to Quincy to investigate conditions as per action of the Board January 7 and upon the request for additional financial aid the Board appropriates $850.00 as relief to the men on strike.

January 14, 1913.

All members present.

Niagara Falls, N. Y.—Communication from L. U. No. 322 in reference to a decision rendered by the Board on October 1, 1912, in the case of J. H. Kew vs. the Niagara County D. C. and requesting that the D. C. be dissolved and reorganized. This entire matter is referred to the incoming G. P.

The report of the delegates to the 32d annual convention of the A. F. of L. was read and all matter pertaining to the protection of our interests in the matter of jurisdiction is referred to the incoming general officers.

The report of the delegates to the Building Trades Department of the A. F. of L. was read as information and filed.

Montgomery County, Pa.—A financial statement was submitted by the D. C. for an appropriation made by the Board for organizing purposes. The G. S. is instructed to notify the D. C. they are to procure signed receipts from the men to whom this money was paid and forward the same to the General Office.

Springfield, Ill.—Complete accounting received from L. U. No. 16 for an appropriation made as relief to men on strike was examined and filed.

Youngstown, Ohio. Partial accounting received from L. U. No. 171 for an appropriation made by the Board for organizing purposes. The G. S. will notify L. U. No. 171 that the Board will not allow bills from this appropriation for refreshments, cigars and music. The request for an additional appropriation is denied.

January 15, 1913.

All members present.

New Castle, Pa. Request from L. U. No. 206 for an appropriation for organizing purposes and the services of an organizer. The request for an appropriation is denied. The request for the services of an organizer is referred to the G. P.

New Rochelle, N. Y. Communication from the D. C. regarding conditions existing in the Hubble shops and in the D. C. Action deferred pending the investigation now being made by the G. P.

New York City.—Communication from the United Garment Workers requesting permission to send a letter of appeal for financial assistance to our local unions to assist the United Garment Workers in their struggle for an increase in wages and a shorter work-day. The request is denied.

Resolution No. 52, submitted to the convention signed by 20 delegates, requesting an appropriation for organizing purposes in the Central Mississippi valley. This resolution had been submitted to the Committee on Resolutions. They recommended that the G. E. B. and general officers make an investigation and if the statements made by the delegates were found to be correct, an appropriation be made of $1,000.00.

This matter was considered by the Board on October 1 and referred to the members of the Board from the Third and Fifth districts, the G. P., G. S. and G. T. to make an investigation as per instructions of the convention and report their findings to the Board. No report having been submitted, the matter is referred to the incoming G. E. B., the G. P., G. S. and G. T.

The audit and examination of the books and accounts of the General Office for the last six months of 1912 was taken up at this time.

January 16, 1913.

All members present.

The examination and audit of books and accounts continued.

January 17, 1913.

All members present.

The examination and audit of books and accounts continued.

January 18, 1913.

All members present.

The examination and audit of books and accounts continued.

January 20, 1913.

All members present.

The examination and audit of books and accounts continued.

January 21, 1913.

All members present.

The examination and audit of books and accounts continued.

January 22, 1913

All members present.

The examination and audit of books and accounts continued

January 23, 1913

All members present but Potts who was away on business of the organization

The examination and audit of books and accounts continued

January 24, 1913.

All members present.

The examination and audit of books and accounts continued.

Quincy, Ill.—Communication from L. U. No. 1366 regarding progress and conditions of the trade movement. The Board appropriates $485.00 as relief to mill men on strike.

January 25, 1913.

All members present.

The examination and audit of books and accounts continued.

January 27, 1913.

All members present.

The examination and audit of books and accounts continued.

On July 24, 1912, communications from former L. U. No. 1787 of Newark, N. J., were placed before the Board by the G. S. requesting the G. E. B. to order an investigation as to the causes leading up to the suspension of L. U. No. 1787. After due deliberation, in which the G. P. participated, the Board requested that the G. P. should go to Newark and personally make a thorough investigation dating back to the inception of this case and report his findings back to the Board at the next session. At this date the Board having received no report from the G. P. on this case as per the action taken July 24, a request was made for same and the Board was informed that there was no report, that the G. P. was still waiting for information from Newark. Action deferred awaiting the report.

Gary, Ind.—Statement received from the Lake County D. C. for an appropriation made by the Board in October, 1911, for organizing purposes. The G. S. is instructed to notify the D. C. to send to this office an itemized statement, with receipted bills attached, as per letter of instructions accompanying the appropriation.

Los Angeles, Cal.—Partial accounting received from the D. C. for an appropriation made by the Board for organizing purposes. The G. S. will notify the D. C. to procure receipted bills for the money expended and forward same to this office.

Akron, Ohio.—Partial accounting received from L. U. No. 84 for an appropriation made by the Board for organizing purposes.

Birmingham, Ala.—Complete accounting received from the D. C. for an appropriation made by the Board in April, 1912, for organizing purposes. Examined and filed.

Fort William, Ont., Can.—Communication received from L. U. No. 1498 regarding the appropriation made by the Board for organizing purposes in 1910. The G. S. will notify this local union to forward to this office an itemized statement, with receipted bills attached, for the money appropriated and expended.

Indianapolis, Ind.—Complete accounting received from the D. C. for appropriation made by the Board in the Meadows and Kline case; examined and filed.

San Francisco, Cal.—The partial accounting from the Bay Counties D. C. for money appropriated by the Board in October, 1911, as relief to men on strike was again taken up. This accounting was before the Board on two prior occasions and the D. C. was instructed to return to this office the unexpended balance of $238.00. The D. C. having failed to comply, the G. S. will again notify the D. C. to forthwith send the above amount to the General Office.

Saginaw, Mich.—The partial accounting from the Tri-County D. C. for an appropriation made by the Board in February, 1911, for organizing purposes was again taken up. This accounting was considered and acted on by the Board on August 2, 1912, and the D. C. was then instructed to return to this office the unexpended balance of $227.39. The D. C. having failed to comply, the G. S. will again notify the D. C. to forthwith return this amount to the General Office.

January 28, 1913.

All members present.

The examination and audit of books and accounts continued.

In examining the bills the Board found that members of the committees appointed on Appeals and Grievances, Constitution and Finance to meet five days (the latter committee ten days) in advance of our convention as per sections 15 and 16, general constitution, had charged a greater number of days' wages, hotel and incidental expenses than provided for in the constitution. The Board rules that the Committee on Constitution and Appeals and Grievances is entitled to five days, the Committee on Finance ten days in advance for which their services were required by the constitution. The G. S. will instruct the members of these various committees to return to this office the excess amount charged.

Resolution No. 60. Submitted to the biennial convention held at Washington, D. C., requesting financial assistance for the purpose of organizing mills and shops in Chicago. This resolution was before the Board at the October, 1912, session and laid over awaiting additional information. The request is denied.

Indianapolis, Ind.—Communication from H. R. Kline in reference to the assistance rendered by the Board in his defense in the case of the United States vs. H. R. Kline was read and filed.

Syracuse, N. Y.—Request from the D. C. for sanction and financial aid in support of a trade movement for an increase of wages from 45 cents to 50 cents per hour to go into effect May 1, 1913. Sanction granted; financial aid to be considered later by the Board as per

section 151, general constitution, as reports are received at the General Office.

Montreal, Can.—Appeal of L. U. No. 134 from a decision of the G. S. in disallowing the claim for disability donation of Panthalcon Dellaire. The decision of the G. S. was rendered on July 23, 1909, and as more than three years elapsed since the decision was rendered, the appeal is dismissed and the papers filed.

Bloomington, Ill.—Request from L. U. No. 63 for sanction and financial aid in support of a trade movement for an increase of wage from 45 to 50 cents per hour for outside men and an increase of wage for mill men to go into effect May 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Chesterton, Ind.—Request from L. U. No. 113 (sanctioned by the Lake County D. C.) for sanction and financial aid in support of a trade movement for an increase in wage to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Ft. Wayne, Ind.—Request from L. U. No. 232 for sanction and financial aid in support of a trade movement for an increase of wage from 40 to 45 cents per hour and Saturday half-holiday to go into effect May 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Roselle, N. J.—Request from L. U. No. 330 for sanction and financial aid in support of a trade movement for an increase of wage from $3.75 to $4.00 per day to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Reading, Pa.—Request from L. U. No. 492 for sanction and financial aid in support of a trade movement for an increase of wage to go into effect May 1, 1913. The request is denied owing to lack of interest shown by the members, as only about 17 per cent. of the members of the local union attended the meeting to vote on the increased scale.

Tipton, Ind.—Request from L. U. No. 358 for sanction and financial aid in support of a trade movement for an increase of wage from 35 to 37½ cents per hour to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution as reports are received at the General Office.

Auburn, N. Y.—Request from L. U. No 453 for sanction and financial aid in support of a trade movement for an increase of wage from 41 to 45 cents per hour to go into effect May 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Ithaca, N. Y.—Request from L. U. No. 603 for sanction and financial aid in support of a trade movement for an increase of wage from 37½ to 45 cents per hour to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

January 29, 1913.

All members present.

Waco, Tex.—Request from L. U. No. 622 for sanction and financial aid in support of a trade movement for an increase of wage from 45 to 50 cents per hour to go into effect March 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Pontiac, Ill.—Request from L. U. No. 728 for sanction and financial aid in support of a trade movement for an increase in wage to go into effect January 1, 1913. As the date for this trade demand to go into effect has passed, the papers are filed.

Watsonville, Cal.—Request from L. U. No. 771 for sanction and financial aid in support of a trade movement for an increase of wage to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Princeton, N. J.—Request from L. U. No. 781 for sanction and financial aid in support of a trade movement for an increase of wage from 46½ to 50 cents per hour to go into effect May 1, 1913. Sanction granted; financial aid to be considered later on by the Board as per section 151, general constitution, as reports are received at the General Office.

Janesville, Wis.—Request from L. U. No. 836 for sanction and financial aid in support of a trade movement for an increase of wage from 35 to 40 cents per hour to go into effect June 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Parsons, Kas.—Request from L. U. No. 1022 for sanction and financial aid in support of a trade movement for an increase of wage from 40 to 45 cents per hour to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Eldorado, Ark.—Request from L. U. No 1101 for official sanction to inaugurate a trade movement for an increase of wage and reduction of hours from 9 to 8 per day to go into effect March 1, 1913. Official sanction granted.

Quincy, Ill.—Request from L. U. 1366 for

additional financial assistance in support of members involved in a trade dispute. The Board appropriates $510.00 as relief to mill men on strike.

Gloversville, N. Y.—Request from L. U. No. 1107 for official sanction to inaugurate a trade movement for an increase of minimum wage from 37½ to 42 cents per hour to go into effect May 1, 1913. Official sanction granted.

Green Bay, Wis.—Request from L. U. No. 1146 for sanction and financial aid in support of a trade movement for an increase of wage from 37½ to 40 cents per hour and union conditions to go into effect May 1, 1913. Sanction granted. The G. P. is requested to send a deputy to Green Bay to assist the local in preparing for this trade movement. Financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Lindsay, Cal.—Request from L. U. No. 1170 for official sanction to inaugurate a trade movement for an increase of wage from $4.50 to $5.00 per day to go into effect December 12, 1912. As the date for this movement to go into effect has passed, the papers are filed.

Monterey, Cal.—Request from L. U. No. 1451 for official sanction to inaugurate a trade movement for an increase of wage from $4.00 to $4.50 per day to go into effect April 1, 1913. Official sanction granted.

Abilene, Tex.—Appeal of H. V. Hargrove of L. U. No. 1281 from the decision of the G. T. in disapproving the claim for funeral donation on the death of his wife. The decision of the G. T. is sustained on the ground set forth therein, and the appeal is dismissed.

Ocean City, N. J.—Request from L. U. No. 1592 for sanction and financial aid in support of a trade movement for an increase of wage from 40 to 45 cents per hour and Saturday half-holiday to go into effect March 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Orlando, Fla.—Request from L. U. No. 1765 for sanction and financial aid in support of a trade movement for an increase of wage from $3.00 to $3.28 per day to go into effect April 7, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

Fostoria, Ohio.—Request from L. U. No. 1766 for sanction and financial aid in support of a trade movement for an increase of wage from 30 to 35 cents per hour to go into effect April 1, 1913. Sanction granted; financial aid to be considered later by the Board as per section 151, general constitution, as reports are received at the General Office.

January 30, 1913.

All members present.

The examination and audit of the books and accounts completed. The report of the expert accountant was compared with the books of the General Office and the books and accounts are found to be correct.

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned.

CHAS. H. BAUSHER, Secretary.

Attest: FRANK DUFFY.

Local Unions Chartered Last Month

Georgetown, Ill.	Rockwell Springs, N. Y.
Savannah, Ga.	Oshkosh, Wis.
Wausau, Wis.	Corvalis, Ore.
San Diego, Cal.	Rochester, Nev.
Kerman, Cal.	Closter, N. J.
Sanger, Cal.	West Blocton, Ala.
Smithville, Tex.	Exeter, Cal.
Haverhill, Mass.	Cushing, Okla.
East Syracuse, N. Y.	

Total, 17 Local Unions.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.	Louisville, Ky.
Altus, Okla.	Manhattan, Kas.
Alva, Okla.	Milwaukee, Wis.
Ashland, Ky.	Mowbridge, S. D.
Atlantic City, N. J.	Mt. Vernon, N. Y.
Aurora, Ill.	New York City.
Austin, Tex.	New Bedford, Mass.
Battle Creek, Mich.	New Orleans, La.
Birmingham, Ala.	Niagara Falls, N. Y.
Blackwell, Okla.	Norfolk, Va.
Boise, Idaho.	North Yakima, Wash.
Cleveland, O.	Omaha, Neb.
Clarksville, Tenn.	Peoria, Ill.
Dayton, O.	Pittsfield, Mass.
Dubuque, Ia.	San Antonio, Tex.
Evansville, Ind.	Sioux City, Ia.
Fort Meyers, Fla.	South Omaha, Neb.
Fresno, Cal.	Syracuse, N. Y.
Greeley, Colo.	Tampa, Fla.
Hot Springs, Ark.	The Dalles, Ore.
Huntington, L. I., N. Y.	Tri-Cities—Davenport,
Hutchinson, Kas.	Ia.; Rock Island
Kenosha, Wis.	and Moline, Ill.
Kewanee, Ill.	Tulsa, Okla.
Klamath Falls, Ore.	Wichita Falls, Tex.

Rejection of Candidates

Edward McMillin applied for admission to L. U. 322, Niagara Falls, N. Y., and was rejected three times.

W. M. Degraftenriede, of Henryetta, Okla., applied for admission to Local Union 1943, of that place, and was rejected three times.

GENERAL VOTE

ON THE

Amendments to the Constitution

AS AGREED TO AND ADOPTED BY THE

Seventeenth Biennial Convention

HELD IN

Washington, D. C., Sept. 16 to Sept. 28, 1912

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1.	463	..	463	..	463	..	463	..	463	..	..	463	4	470	470	1	2	473	1	473	4	470	471	..	480	..	28	435	480	..
2.	41	..	41	..	41	..	41	..	43	..	43	..	20	15	43	..	44	..	44	..	..	46	46	..	46	..	50	..	50	..
3.	..	49	1	35	..	44	38	..	1	35	14	25	..	48	..	9	1	21	3	20	23	1	..	19	17	3	17	3	15	2
5.	..	97	..	125	..	98	16	110	125	..	..	133	7	123	126	8	129	1	127	2	5	137	..	142	147	..	153	1	148	..
6.	9	7	7	7	13	2	22	..	22	2	25	..	9	18	16	4	19	..	23	..	9	11	19	..	20	..	16	2	19	3
7.	1	50	40	8	..	38	58	..	56	..	44	2	1	55	1	55	..	56	..	56	..	58	..	60	60	..	66	..	68	..
8.	210	..	210	..	210	..	210	..	210	..	210	..	209	1	210	..	210	..	210	..	1	207	210	..	210	..	4	206	210	..
9.	45	1	2	44	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	..	45	43	..	36	5	..	41	37	..
10.	56	241	..	296	241	56	36	261	49	248	297	..	4	293	..	297	..	295	18	262	..	291	233	64	106	191	10	287	297	..
11.	70	..	70	..	70	..	70	..	70	..	69	..	67	..	67	..	67	..	65	4	64	..	59	..	48	..	48	..	38	..
12.	72	..	80	..	81	..	89	..	..	99	2	78	..	88	..	93	..	97	2	104	97	2	61	1	98	..	101	..	113	..
13.	6	37	2	38	5	65	16	1	27	4	..	28	1	69	28	2	30	..	32	..	20	2	8	9	7	20	20	..	20	..
14.	17	22	4	36	33	7	35	5	31	9	33	7	30	10	24	13	29	5	28	6	26	6	25	4	..	..	..	25	20	1
15.	41	..	40	1	41	..	41	..	41	..	41	..	5	20	39	..	39	..	38	..	38	..	38	..	38	..	34	..	33	..
16.	12	19	21	14	13	13	24	..	25	..	28	2	19	4	24	..	25	2	25	..	26	..	20	6	23	..	15	10	19	10
17.	..	13	13	..	..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	3	9	12	..
18.	18	..	24	..	24	..	24	..	24	..	24	..	23	1	23	1	24	..	23	..	24	..	23	1	24	..	23	1	23	1
19.	2	43	1	55	1	55	15	27	30	10	40	2	17	38	12	17	38	7	26	9	20	23	7	8	2	20	18	13	1	5
20.	16	1	39	..	39	..	39	..	39	..	39	..	..	39	39	..	..	39	..	39	39	..	..	39	38	1	39	..	39	..
22.	164	..	164	..	164	..	164	..	164	..	164	..	..	164	..	164	..	163	..	163	2	155	157	..	157	..	150	7	157	..
23.	46	3	38	7	68	..	59	5	95	..	75	..	65	..	95	..	95	..	95	..	86	7	10	79	69	..	8	46	68	..
24.	34	..	50	..	49	..	65	..	57	..	52	..	59	..	55	..	51	..	50	1	61	..	54	..	56	..	55	3	46	..
25.	70	..	4	66	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
26.	..	53	53	..	..	53	53	..	53	..	52	1	53	..	53	..	53	..	53	..	..	51	1	48	48	..	20	14	30	..
27.	..	49	..	49	..	49	49	..	49	..	49	..	..	46	..	46	..	40	..	40	40	..	..	40	40	..	40	..	37	..
29.	40	..	38	..	38	..	38	..	38	..	38	..	..	37	..	37	..	37	37	..	..	37	37	..	37	..	34	..	34	..
30.	6	..	6	1	6	..	11	..	9	..	12	1	10	..	10	..	8	..	7	..	13	..	9	..	6	..	3	4	9	..
31.	20	..	19	1	20	..	20	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	2	11	25	..	..	25	25	..
32.	73	..	73	..	91	..	96	..	72	..	..	141	..	166	..	140	..	126	..	140	134	..	..	163	169	..	152	..	158	..
33.	46	..	7	45	47	..	47	..	47	..	67	..	33	38	84	..	84	..	84	..	3	63	63	..	46	..	..	48	46	..
34.	..	129	130	..	10	130	130	10	130	..	5	125	120	10	..	130	..	130	..	130	..	130	121	9	130	..	..	130	128	2
35.	..	9	9	..	9	..	..	9	2	6	..	6	..	8	..	5	9	..	10	..	..	8	2	3	6	..	8	..	..	2
37.	..	102	55	12	..	124	5	119	14	26	70	..	..	124	..	124	..	124	..	124	54	2	..	124	8	..	71	..	74	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1.	478	1	479	..	479	..	479	..	478	..	473	..	471	..	470	..	472	..	472	..	466	..	470	..	469	..	472	..	..	470
2.	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	..	50	50	..	50	..	50	..	50	..	50	..
3.	11	..	..	12	..	11	11	2	11	2	10	2	..	13	..	13	13	..	13	..	12	..	..	12	..	8	6	3	..	9
5.	151	6	148	3	145	..	148	3	143	..	146	4	..	156	154	..	151	2	1	150	154	..	153	..	155	..	151	6	..	145
6.	20	..	20	..	19	..	9	15	9	10	14	1	3	17	2	16	9	..	5	11	14	2	1	17	17	..	..	19	2	17
7.	56	..	..	59	..	60	58	4	49	2	46	..	..	60	41	..	5	21	45	2	32	2	31	3	25	..	33	..	8	31
8.	210	..	210	..	210	..	210	..	208	..	208	..	208	..	..	208	208	..	208	..	208	..	208	..	207	..	207	..	207	..
9.	37	..	37	..	37	..	37	..	35	2	32	..	32	..	32	..	32	..	32	..	25	..	109	..	107	2	109	..	..	109
10.	297	..	7	290	66	210	41	254	33	264	297	..	297	..	297	..	..	297	..	297	297	..	297	..	297	..	297	..	297	..
11.	34	..	34	..	32	..	31	..	31	..	31	..	29	..	29	..	1	28	29	..	25	..	25	..	25	..	25	..	..	25
12.	101	..	143	..	84	2	1	91	1	91	88	..	..	91	106	2	99	..	..	93	93	..	88	..	91	..	10	129	2	122
13.	20	..	20	..	20	..	..	16	..	21	16	..	5	12	16	..	16	..	16	..	16	..	17	..	17	..	11	..	1	11
14.	17	..	9	8	14	3	9	8	9	8	44	..	5	37	2	40	24	18	..	42	42	..	41	..	41	..	41	..	41	..
15.	32	..	31	..	31	..	8	21	31	..	30	..	9	22	29	3	10	8	8	8	25	..	25	..	25	..	25	..	7	18
16.	15	10	25	..	25	..	23	..	20	..	28	..	27	..	28	..	25	..	25	..	25	..	25	..	27	..	30	..	26	..
17.	12	..	12	..	12	..	12	..	12	..	12	..	9	3	11	1	..	12	12	..	12	..	9	..	..	9	2	7	8	1
18.	24	..	24	..	24	..	7	17	22	3	22	3	1	22	24	..	3	22	20	4	14	1	12	2	14	..	6	9	..	13
19.	8	6	7	..	12	..	4	6	4	3	20	3	4	15	13	..	2	5	20	2	7	4	11	3	6	7	7	12	..	20
20.	27	..	5	28	3	36	..	39	1	32	22	11	..	33	3	30	33	..	2	31	..	33	31	..	31	..	31	..	..	31
22.	140	..	116	..	116	..	105	..	101	..	101	..	101	..	101	..	101	..	101	..	84	..	84	..	84	..	84	..	..	4
23.	96	..	5	67	7	96	50	63	32	50	62	..	17	43	93	..	93	..	93	..	105	..	67	9	95	..	73	28	9	92
24.	64	..	63	..	65	..	77	..	70	..	71	..	68	..	73	..	62	2	6	54	19	47	67	2	73	..	13	93	1	82
25.	70	..	70	..	70	..	9	26	1	23	70	..	70	..	70	..	69	1	69	1	70	..	70	..	70	..	70	..	15	10
26.	47	..	..	47	..	47	2	44	..	46	44	..	..	46	4	34	30	1	30	1	29	..	24	..	35	..	8	18	8	18
27.	37	..	37	..	..	37	..	35	..	35	..	..	..	33	33	..	33	..	33	..	33	..	..	33	33	..	..	33	..	33
29.	32	..	34	..	32	..	28	..	25	..	25	..	21	4	25	..	24	1	..	..	21	..	21	..	23	..	23	..	5	18
30.	10	..	11	..	12	..	6	5	1	9	6	1	..	11	..	9	7	..	..	9	2	11	..	12	..	12	9	..	..	12
31.	25	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..	16	..	..	..	14	..	12	..	12	..	12	..	..	12
32.	151	..	..	119	..	159	130	..	128	..	155	..	..	172	177	..	..	162	..	162	172	..	149	..	159	..	..	178	..	159
33.	46	..	46	..	46	..	27	..	27	..	27	..	27	..	27	..	19	3	3	19	28	1	34	5	42	..	34	..	16	22
34.	130	..	130	..	130	..	..	130	..	130	130	..	..	130	130	..	130	..	..	..	130	..	130	..	130	..	128	..	2	128
35.	7	..	6	..	4	..	..	9	..	8	8	..	..	4	..	4	5	..	..	..	1	2	..	8	8	..	5	..	..	8
37.	27	..	14	2	..	23	..	49	..	49	15	..	..	20	..	26	17	..	17	..	..	17	..	24	..	23	..	124	..	124

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1.	..	469	468	..	453	..	458	..	460	..	458	..	6	451	401	..	351	..	352	..	361	..	359	..	356	..	357	..	350	..
2.	50	..	50	..	50	..	50	..	50	..	50	..	6	35	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
3.	11	..	..	9	..	10	8	2	..	10	8	3	..	10	10	..	10	..	..	8	10	..	13	..	13	..	13	..	13	..
5.	148	9	147	7	148	5	153	3	151	..	150	..	3	152	153	..	149	2	149	..	148	..	4	147	148	..	..	147	..	147
6.	5	14	..	18	1	17	11	6	..	17	..	8	..	15	11	2	9	4	..	12	9	4	8	4	11	..	14	1	14	1
7.	25	4	33	..	30	1	31	..	28	..	30	1	1	31	25	1	32	..	18	..	24	2	25	..	32	..	28	..	30	..
8.	207	..	207	..	207	..	..	207	207	..	200	..	200	..	198	..	198	..	198	..	198	..	198	..	198	..	198	..	198	..
9.	109	..	108	1	106	..	88	3	85	..	82	2	84	..	84	..	80	..	76	..	75	..	75	..	75	1	73	..	70	..
10.	297	..	297	..	297	..	292	5	297	..	203	7	208	2	210	..	210	..	210	..	199	11	210	..	210	..	210	..	210	..
11.	24	..	23	..	23	..	23	..	23	..	24	..	24	..	22	..	20	..	20	..	23	..	23	..	21	..	21	..	20	1
12.	96	2	86	..	87	..	91	..	77	..	89	1	..	77	78	..	81	1	23	..	83	3	82	..	80	..	83	..	82	..
13.	..	32	12	..	13	..	14	..	14	..	14	..	..	12	2	11	12	..	12	..	5	2	6	..	6	..	5	3	9	3
14.	41	..	41	..	41	..	41	..	41	..	39	..	5	31	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
15.	25	..	25	..	33	..	5	12	33	..	33	..	..	24	31	..	31	..	31	..	9	4	21	..	21	..	21	..	21	..
16.	25	..	28	..	25	..	23	..	30	..	31	..	28	..	25	..	25	..	30	..	15	10	25	5	28	..	24	2	20	..
17.	..	9	..	9	3	6	9	..	..	9	..	9	..	9	1	8	9	..	9	..	9	..	9	..	9	..	9	..	9	..
18.	14	..	10	2	12	..	12	..	11	1	11	..	12	..	11	..	11	..	11	..	10	1	10	1	11	..	11	..	11	..
19.	6	8	12	6	1	13	16	4	4	7	..	14	1	8	10	6	7	1	7	..	8	4	2	12	13	1	2	12	3	10
20.	31	..	6	27	22	1	3	20	23	..	23	..	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
22.	68	..	68	..	68	..	68	..	68	..	61	..	61	..	61	..	63	..	63	..	42	21	42	21	63	..	63	..	63	..
23.	85	11	55	5	62	3	69	11	85	7	92	..	67	19	98	..	39	..	83	..	96	5	96	..	83	..	72	..	85	..
24.	50	7	49	2	61	..	3	64	59	..	50	1	61	..	71	..	62	1	69	..	64	22	42	36	71	..	24	20	32	13
25.	70	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..
26.	20	..	14	..	10	..	21	..	20	1	20	..	18	..	53	..	53	..	53	..	33	..	33	..	33	..	58	..	53	..
27.	..	33	33	..	33	..	..	33	33	..	33	..	..	33	..	33	33	..	33	..	..	33	..	33	33	..	..	33	..	33
29.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
30.	..	10	..	10	..	11	..	10	1	7	..	9	..	10	..	9	7	1	1	6	..	8	..	9	3	1	..	6	..	9
31.	12	..	12	..	12	..	12	..	12	..	14	1	14	1	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
32.	119	..	..	172	..	169	163	..	..	149	130	..	..	128	163	..	96	..	..	141	132	..	115	..	179	..	149	..	157	..
33.	8	18	1	33	18	..	18	..	3	26	22	..	35	1	20	8	30	..	25	..	16	6	16	6	24	..	19	3	20	..
34.	2	128	2	128	..	130	130	..	..	130	130	..	..	130	..	..	130	..	..	130	130	..	130	..	130	..	130	..	130	..
35.	..	5	6	..	5	..	7	..	5	..	7	..	..	2	1	4	2	..	3	..	7	..	5	..	8	..	7	..	6	..
37.	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	9	3	9	3	9	3	9	3	9

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1.	352	..	349	1	350	1	349	..	348	..	350	1	350	..	110	..	..	..	..	162	2	158	150	..
2.	50	..	50	..	50	..	50	..	50	..	50	..	..	50	..	50	10	26	..	50	..	50	50	..
3.	13	..	..	12	13	..	14	..	10	3	15	..	2	10	14	..	..	10	..	13	..	12	9	..
5.	3	148	..	148	..	147	..	143	..	145	148	..	149	..	153	..	..	150	..	153	..	151	127	23
6.	1	13	1	12	14	..	1	10	11	2	1	9	2	10	2	12	6	1	..	14	1	13	11	..
7.	28	1	29	1	31	1	24	2	25	1	34	..	1	23	32	..	20	..	2	23	..	16	..	19
8.	198	..	198	..	198	..	198	..	198	..	198	..	198	..	..	198	198	..	198	..	198	..	198	..
9.	68	..	..	68	54	..	54	..	54	..	54	..	..	54	3	51	11	40	..	51	50	..	51	..
10.	210	..	1	209	210	..	210	..	209	1	210	..	..	210	120	90	207	3	205	5	4	68	72	..
11.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	23	..	21	..
12.	77	..	95	..	90	..	89	..	1	91	94	..	..	104	99	2	20	67	86	28	27	9	..	..
13.	3	1	6	..	6	..	6	..	6	..	6	..	..	..	6	..	9	..	9	..	9	..	9	..
14.	32	..	28	..	28	..	24	..	24	..	26	..	26	..	26	..	26	..	14	8	15	7	22	..
15.	18	1	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	9	10	18	1
16.	26	..	..	25	23	..	28	..	27	..	34	..	25	..	..	27	22	..	..	25	25	..	..	28
17.	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	8	1	9	..
18.	11	..	10	1	11	..	11	..	10	1	11	..	11	..	9	2	10	..	2	9	9	2	11	..
19.	4	4	..	6	6	2	4	1	..	11	4	1	10	..	5	3	3	7	10	1	..	14	11	2
20.	23	..	23	..	21	2	..	23	..	23	21	..	3	19	..	21	8	3	..	21	..	19	13	..
22.	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..	63	..
23.	55	..	23	58	89	..	64	..	57	9	82	..	114	..	114	..	114	..	14	63	46	..	42	..
24.	58	..	8	39	57	..	60	..	62	..	44	2	10	19	42	1	54	4	40	31	26	33	61	..
25.	52	..	..	52	52	..	52	..	52	..	52	..	52	..	10	42	52	..	52	..	52	..	52	..
26.	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	2	51	53	..
27.	30	..	..	30	30	..	30	..	30	..	30	..	..	30	30	..	30	..	..	30	30	..	30	..
29.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	..	25	3	28	7	24	31	..
30.	5	1	..	10	..	8	..	6	..	6	..	6	..	6	5	2	4	4	..	7	..	9	..	9
31.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
32.	163	..	..	159	179	..	128	..	..	231	178	..	159	..	198	..	159	..	..	163	..	234	..	..
33.	21	..	20	1	20	..	20	..	20	..	20	..	20	..	..	20	20	..	20	..	20	..	20	..
34.	130	..	..	130	130	..	122	6	130	..	130	..	..	130	3	126	..	129	..	..	..	..	..	..
35.	..	8	5	..	8	..	7	..	8	..	7	..	..	5	7	..	4	..	..	7	..	6	5	1
37.	..	..	..	..	..	..	..	..	8	5	7	..	..	..	11	..	..	..	..	11	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
38.	..	78	..	82	..	96	102	..	102	..	115	..	115	..	126	..	126	..	126	..	..	140	142	..	142	..	..	142	119	..
41.	17	..	25	..	25	..	28	..	24	..	25	..	7	18	1	27	..	19	..	22	28	..	..	28	28	..	..	27	30	..
42.	19	2	24	..	18	..	24	..	23	..	24	..	25	..	24	..	18	..	21	..	20	..	21	..	22	1	7	16	22	..
43.	1	103	100	4	104	1	96	..	79	..	64	..	..	67	..	59	..	59	..	59	53	2	..	53	51	..	5	40	42	..
45.	13	..	13	..	13	..	14	..	14	..	..	14	..	14	..	14	..	14	..	14	14	..	..	14	15	..	8	2	14	..
46.	10	9	2	12	11	..	13	..	12	..	10	..	10	5	12	..	13	1	7	..	14	..	8	3	9	..	15	..	7	1
47.	..	27	16	6	..	14	21	..	20	1	21	..	..	21	14	1	19	..	19	..	21	..	..	23	..	20	..	21	15	..
50.	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	..	31	31	..
51.	..	108	48	18	..	108	72	5	..	108	88	..	..	123	..	130	..	130	..	130	112	3	..	118	..	136	18	98	97	..
52.	16	134	15	135	19	131	128	22	48	112	144	6	1	149	101	49	90	50	100	50	75	75	60	90	108	42	75	75	90	60
53.	39	..	49	..	63	..	40	..	61	..	60	1	65	..	61	..	60	1	61	..	61	..	16	44	60	..	61	..	63	..
54.	162	..	162	..	162	..	162	..	162	..	162	..	..	162	162	..	162	..	162	..	162	..	162	..	162	..	162	..	162	..
55.	19	..	30	..	34	..	41	..	47	..	39	..	33	3	37	1	41	2	38	1	32	4	1	44	23	2	..	40	37	3
58.	..	220	12	207	..	220	21	198	22	197	37	85	..	219	..	218	..	219	..	219	1	218	..	219	2	185	..	185	118	..
59.	28	4	21	11	27	5	32	..	32	..	32	..	8	24	32	..	6	26	32	..	31	1	32	..	32	..	..	32	4	29
60.	18	..	18	..	18	..	18	..	18	..	18	..	23	..	25	..	27	..	28	..	1	25	31	..	31	..	31	..	32	..
61.	43	..	43	..	43	..	43	..	43	..	22	1	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..
62.	..	243	240	3	..	243	..	243	243	..	243	..	250	7	257	..	257	..	257	..	173	94	93	164	257	1	257	1	257	..
63.	25	12	8	12	20	3	17	5	27	..	27	..	12	9	6	10	7	14	8	1	16	4	9	2	4	13	9	..	13	2
64.	32	4	..	42	17	..	52	..	59	2	49	2	4	52	10	22	12	19	14	16	10	20	6	13	25	..	24	10	36	4
65.	..	128	..	128	..	128	128	..	128	..	128	..	128	..	134	..	134	..	134	..	..	134	134	..	..	134	133	1	134	..
66.	31	..	30	..	37	..	37	..	30	..	35	1	33	..	30	..	29	..	35	..	29	3	..	27	8	6	..	34	6	5
67.	..	20	9	21	1	21	18	..	20	1	17	1	15	..	21	..	22	..	21	1	..	25	3	13	28	..	..	29	23	..
68.	1	12	9	4	..	13	1	8	..	10	8	1	..	10	2	10	3	7	4	6	8	2	7	..	..	..	1	8	9	3
71.	23	..	23	..	23	..	22	1	23	..	23	..	23	..	23	..	23	..	23	..	23	..	22	..	20	..	21	..	21	..
72.	57	..	57	..	57	..	57	..	57	..	56	1	56	1	57	..	57	..	57	..	6	51	50	1	51	..	3	49	48	..
73.	21	14	32	1	14	6	16	4	28	..	19	..	11	5	19	..	20	..	24	..	23	10	4	5	20	2	24	..	50	..
75.	450	1	449	2	450	1	450	..	451	..	451	..	..	451	..	451	..	451	1	450	..	451	449	2	451	..	..	451	451	..
76.	14	..	15	..	16	..	17	..	17	..	17	..	16	..	21	..	19	..	19	..	17	..	..	16	16	..	..	18	19	..
77.	..	30	30	..	..	30	30	..	30	..	30	..	..	31	..	31	..	31	..	31	31	..	..	31	31	..	31	..	31	..
78.	77	..	..	77	77	..	77	..	77	..	77	..	77	..	77	..	77	..	77	..	..	77	..	77	77	..	..	77	77	..
79.	65	..	4	60	73	..	85	..	75	..	85	..	..	91	..	88	..	95	..	90	101	..	..	97	93	..	1	97	95	..
80.	..	..	..	..	..	..	..	..	..	..	50	..	..	54	..	54	..	54	..	54	21	21	..	54	48	..	..	38	48	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
38.	119	..	119	..	119	..	142	..	142	..	142	..	142	..	125	..	125	..	..	125	..	125	..	125	125	..	125	..	..	..
41.	27	..	..	27	..	27	..	24	..	22	24	..	..	25	25	..	26	..	..	26	26	..	23	..	24	..	25	..	23	1
42.	23	..	23	..	23	..	19	..	18	..	18	..	..	22	21	1	18	..	..	..	14	..	17	..	18	..	17	..	..	25
43.	41	..	37	1	33	..	26	..	28	..	29	..	..	24	3	22	14	3	14	3	22	10	24	..	25	..	24	..	23	..
45.	14	1	14	..	14	..	14	1	12	3	14	..	..	12	10	1	12	2	..	..	14	..	12	..	10	..	13	..	13	..
46.	8	..	10	..	9	1	6	..	10	..	9	..	8	..	8	..	10	..	..	..	8	..	11	..	10	..	..	12	..	12
47.	14	..	16	..	13	..	..	15	..	10	..	17	9	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	..	15
50.	31	..	31	..	31	..	..	31	..	31	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	..	31
51.	98	..	65	..	65	..	18	43	18	43	1	65	..	70	72	..	11	49	11	49	3	61	..	68	1	62	17	42	2	59
52.	150	..	141	9	120	30	102	48	76	74	52	98	148	2	75	75	149	1	11	139	148	2	150	..	60	90	148	2	3	147
53.	61	..	61	..	61	..	59	..	59	..	58	..	..	61	61	..	51	10	..	57	60	1	61	..	61	..	61	..	..	61
54.	162	..	162	..	162	..	162	..	162	..	162	..	162	..	162	..	162	..	..	162	162	..	162	..	162	..	..	180	..	180
55.	46	..	35	..	38	..	10	25	5	22	31	..	1	41	50	..	31	6	46	4	48	1	45	1	37	3	36	..	15	21
58.	118	..	118	..	118	..	118	..	..	118	106	..	2	71	..	128	51	..	..	..	54	6	90	..	90	..	90	..	1	189
59.	33	..	33	..	33	..	32	1	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	..	33
60.	32	..	32	..	32	..	5	24	4	12	32	..	7	20	32	1	32	..	32	..	33	..	33	..	33	..	33	..	..	31
61.	43	..	43	..	43	..	43	..	43	..	43	..	..	43	43	..	43	..	..	43	43	..	43	..	43	..	43	..	..	43
62.	257	..	16	241	9	251	259	1	26	231	258	2	..	262	262	..	262	..	..	..	263	..	260	..	254	..	252	1	56	142
63.	23	..	10	..	14	..	23	..	18	..	18	..	..	20	5	21	14	1	..	14	16	1	..	14	1	11	2	9	3	14
64.	33	..	7	15	7	17	15	9	17	2	14	..	5	18	25	..	21	..	..	21	17	5	25	1	25	..	23	..	..	27
65.	134	..	134	..	134	..	133	1	134	..	134	..	134	..	134	..	134	..	..	134	134	..	134	..	118	1	122	..	112	6
66.	30	..	26	1	30	..	30	..	30	..	30	1	2	31	13	6	..	31	29	..	11	10	..	25	..	29	4	25	2	19
67.	36	1	36	1	37	..	..	50	..	47	36	..	..	51	..	45	47	2	..	49	41	..	..	41	..	36	41	..	..	38
68.	9	3	9	3	9	3	12	..	9	3	12	..	12	..	5	7	10	2	2	10	9	3	12	..	12	..	5	7	2	10
71.	21	..	..	..	19	..	18	..	16	..	18	..	18	..	18	..	14	3	3	14	17	..	16	1	17	..	17	..	12	5
72.	48	..	48	..	48	..	..	48	2	46	47	1	1	29	93	26	71	39	193	9	191	2	158	..	178	2	179	2	145	4
73.	21	..	18	2	25	1	21	..	13	..	34	..	..	37	36	..	34	..	..	35	33	..	37	..	35	..	36	..	27	8
75.	451	..	451	..	451	..	2	449	..	449	451	..	..	451	..	451	440	11	8	443	450	1	450	1	450	1	437	14	451	..
76.	19	..	19	..	16	..	..	17	..	19	19	..	18	..	17	..	16	2	2	16	17	..	17	..	12	..	16	..	..	11
77.	31	..	..	31	..	31	31	..	31	..	31	..	..	31	31	..	31	..	..	31	..	31	31	..	..	31	31	..	..	31
78.	77	..	77	..	77	..	77	..	77	..	77	..	77	..	77	..	77	..	..	77	77	..	77	..	77	..	13	47	..	77
79.	77	..	79	..	90	..	60	7	70	..	67	..	..	84	..	91	68	..	..	88	73	..	2	51	15	47	1	82	..	74
80.	..	..	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	..	38	..	..	..	..	..	..	..	38	..	..	38

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
38.	125	..	125	..	124	..	124	..	..	124	120	..	120	..	..	..	..	..	120	..	142	..	142	..	142	..	142	..	142	..
41.	25	..	25	..	25	..	25	..	25	..	25	..	..	25	24	..	24	..	17	..	..	17	..	17	17	..	..	17	..	17
42.	21	..	..	23	10	5	17	1	15	..	16	..	10	9	17	..	14	..	18	..	12	4	12	4	16	..	12	4	12	4
43.	20	..	23	..	23	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	1	21	..	21	..
45.	13	..	12	..	12	3	15	..	11	..	15	..	11	3	14	..	13	..	12	..	14	..	14	..	12	..	14	..	14	..
46.	11	..	10	1	10	..	11	..	11	..	10	..	10	..	10	..	12	..	11	1	12	..	11	..	10	2	11	1	12	..
47.	..	15	..	38	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
50.	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
51.	38	12	..	63	..	63	48	..	48	..	..	58	2	49	3	49	49	3	3	49	29	..	29	..	29	..	29	..	29	..
52.	33	117	100	50	75	75	148	2	130	20	109	41	60	90	100	50	100	50	130	20	140	10	112	38	135	15	145	5	148	2
53.	61	..	43	17	61	..	57	1	54	3	60	..	..	61	61	..	56	..	56	..	56	..	56	..	56	..	56	..	56	..
54.	..	180	180	..	180	..	180	..	180	..	180	..	180	..	..	180	180	..	180	..	180	..	180	..	180	..	180	..	180	..
55.	36	1	48	..	14	12	21	17	30	..	32	3	26	4	23	..	24	..	22	..	5	14	10	9	27	..	8	7	9	7
58.	1	89	12	77	90	..	90	..	90	..	90	..	..	127	127	..	127	..	127	..	127	..	127	..	127	..	127	..	127	..
59.	33	..	24	..	22	..	22	..	22	..	22	..	22	..	21	..	21	..	21	..	21	..	20	..	17	..	17	..	17	..
60.	25	..	32	..	32	..	32	..	32	..	32	..	31	..	17	4	32	..	15	4	16	9	13	13	22	2	12	12	10	15
61.	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	43	..	..	43	..	43	43	..	..	43	..	43
62.	60	62	122	..	120	..	120	..	120	..	122	..	123	..	124	..	129	..	127	..	119	9	119	9	128	..	127	1	128	..
63.	2	8	4	10	17	1	7	13	4	14	7	1	1	30	23	3	7	14	13	1	12	15	..	23	22	..	..	23	..	27
64.	24	..	..	27	2	17	2	24	20	..	17	..	1	19	2	14	9	..	6	..	7	7	7	7	15	..	9	8	7	7
65.	110	..	..	127	128	..	..	114	115	..	118	..	120	..	126	..	122	..	122	..	120	..	121	..	114	..	114	..	114	..
66.	..	54	54	..	54	..	54	..	54	..	54	..	..	125	125	..	125	..	124	1	125	..	125	..	125	..	125	..	125	..
67.	30	..	32	1	32	..	..	41	27	..	32	..	32	..	27	..	25	1	25	..	1	28	1	28	29	..	1	28	1	27
68.	7	5	8	4	12	..	8	4	8	4	8	4	10	2	8	4	12	..	8	4	10	2	9	3	10	2	9	3	9	3
71.	17	..	17	..	15	..	15	..	15	..	13	2	15	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
72.	58	70	132	44	131	3	132	1	158	..	177	1	100	1	36	44	99	..	83	..	132	7	130	1	134	..	131	..	131	..
73.	19	..	33	2	30	..	28	2	31	..	22	2	29	..	24	..	25	..	24	..	20	4	23	2	24	2	23	3	21	2
75.	450	1	451	..	451	..	450	1	450	1	451	..	451	..	450	1	450	1	450	1	230	..	228	44	230	2	230	44	230	44
76.	11	..	12	..	12	..	..	12	12	..	12	..	..	11	13	..	13	..	13	..	..	13	..	13	13	..	..	13	..	13
77.	31	..	31	..	31	..	..	31	31	..	31	..	..	31	28	..	28	..	28	..	..	28	..	28	28	..	..	28	..	28
78.	77	..	77	..	34	..	34	..	34	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	23	..
79.	4	45	47	..	42	..	54	..	39	..	34	..	40	2	35	..	28	..	32	..	29	1	30	2	30	..	24	1	18	2
80.	..	..	38	..	..	..	38	..	..	..	..	..	..	..	..	..	..	..	..	..	36	2	36	2	38	..	38	..	..	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
38.	142	..	142	..	140	..	140	..	140	..	..	..	..	140	..	140	..	140	..	..	140	..	..	140
41.	17	..	..	17	17	..	17	..	17	..	17	..	..	17	17	..	..	..	17	..	17	..	17	..
42.	20	..	9	..	12	..	17	..	18	..	12	..	16	..	12	4	10	1	21	..	21	..	21	..
43.	13	8	20	1	21	..	21	..	19	..	..	19	..	19	..	17	..	17	17	..	14	3	17	..
45.	11	..	8	..	..	14	14	..	..	14	9	..	11	..	13	..	..	12	4	9	4	9	..	8
46.	10	..	11	1	12	..	12	..	12	..	10	1	..	..	11	..	..	..	..	12	11	1	10	1
47.	15	..	..	15	15	..	15	..	15	..	15	..	..	15	15	..	..	15	15	..	..	15	15	..
50.	29	2	27	4	31	..	25	6	31	..	29	2	..	31	..	31	..	31	12	7	..	31	19	1
51.	29	..	29	..	29	..	29	..	..	29	29	..	..	29	29	..	29	..	..	29	..	29	..	..
52.	110	40	105	45	90	60	140	10	130	20	135	15	75	75	60	90	100	50	100	50	3	147	148	2
53.	56	..	..	56	56	..	50	..	50	..	49	..	..	49	..	49	..	49	20	29	..	50	50	..
54.	180	..	..	180	180	..	180	..	..	180	180	..	..	180	180	..	..	..	..	180	..	180	180	..
55.	18	..	3	18	24	..	22	..	24	4	27	..	2	23	23	3	22	..	12	12	14	4	15	..
58.	124	..	124	..	124	..	120	..	1	119	120	..	..	120	120	..	..	120	1	119	..	120	..	120
59.	17	..	1	16	17	..	17	..	17	..	17	..	..	17	15	2	12	5	..	17	..	17	17	..
60.	23	1	18	..	15	..	19	..	23	..	24	..	22	..	26	..	22	..	9	5	..	24	17	..
61.	43	..	..	43	43	..	43	..	..	43	43	..	43	..	16	6	43	..	2	41	2	12	2	10
62.	124	..	..	124	124	..	124	..	124	..	121	..	10	114	124	..	..	124	102	5	112	12	..	124
63.	5	3	..	28	26	1	19	..	29	..	24	..	14	5	30	1	21	..	15	8	26	..	31	..
64.	13	..	..	16	16	..	15	1	5	10	..	16	..	17	15	..	15	..	17	..	12	..	14	..
65.	110	..	98	..	110	..	106	..	80	..	80	..	..	..	..	..	..	..	51	46	110	20	92	..
66.	125	..	..	125	125	..	125	..	125	..	125	..	..	125	..	125	..	125	..	125	..	125	125	..
67.	25	2	25	1	25	1	25	..	25	..	25	..	20	4	24	..	24	..	25	..	20	5	25	..
68.	10	2	9	3	8	4	9	3	9	3	12	..	4	8	10	2	10	2	6	6	6	6	10	2
71.	14	..	1	13	10	1	13	..	13	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..
72.	3	137	8	111	104	6	2	141	141	2	131	..	82	21	35	126	146	1	46	51	78	116	1	49
73.	29	..	23	7	27	..	24	..	25	..	25	..	2	21	16	6	3	19	3	21	17	2	24	..
75.	450	1	450	1	451	..	450	1	450	1	450	1	280	171	213	..	450	..	361	90	229	11	237	..
76.	8	4	11	2	13	..	13	..	13	..	13	..	11	..	..	11	..	12	..	13	..	13	13	..
77.	28	..	..	25	24	..	..	24	24	..	24	..	..	23	23	..	..	23	..	23	..	23	23	..
78.	23	..	22	..	22	..	22	..	22	..	22	..	..	22	1	22	22	..	22	..	22	..	22	..
79.	20	..	..	28	27	..	24	..	24	..	23	..	2	23	..	24	4	8	2	20	18	3	24	..
80.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	..	38	..	38

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
81.	9	..	9	..	9	..	9	..	9	..	8	1	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
82.	12	3	17	..	18	..	25	..	15	1	12	4	21	..	23	..	18	..	16	..	7	..	20	..	34	..	34	..	28	..		
83.	18	14	35	2	26	6	10	23	31	..	24	..	14	1	26	..	26	..	26	..	26	..	..	26	28	..	30	..	23	..		
85.	8	1	9	..	1	8	9	..	8	1	9	..	..	..	9	..	..	..	..	..	9	..	9	..	..	..	8	1	9	..		
87.	40	7	..	37	34	..	47	..	42	..	53	..	1	40	..	40	1	34	1	32	44	..	6	35	37	..	1	41	42	..		
88.	11	4	12	8	8	4	28	2	10	17	7	14	3	17	16	..	9	3	4	9	1	15	..	29	..	51	7	17	16	4		
90.	42	..	20	1	..	..	36	1	30	1	36	1	11	10	9	2	6	9	6	5	11	8	30	..	19	2	2	11	19	..		
91.	121	..	121	..	121	..	121	..	121	..	120	1	23	98	121	..	119	2	119	2	1	120	119	2	121	..	117	4	121	..		
94.	27	..	8	12	26	1	23	3	36	..	36	..	2	24	..	30	..	30	..	36	36	..	36	..	36	..	30	..	36	..		
95.	32	5	20	16	30	6	31	4	32	5	32	7	30	9	32	6	32	4	28	10	35	..	30	..	32	8	30	8	35	..		
98.	59	..	58	..	71	..	71	..	71	..	71	..	1	58	71	..	71	..	71	..	71	..	5	47	67	..	50	2	63	..		
100.	21	..	21	..	16	..	21	..	20	..	1	20	19	..	19	..	14	1	18	..	13	1	17	..	2	15	2	15	17	..		
103.	6	12	6	9	9	..	31	..	28	..	13	5	2	36	10	17	7	12	10	16	39	..	2	32	1	34	19	10	33	1		
104.	..	42	19	12	5	30	35	..	5	30	16	18	..	36	..	32	..	40	..	40	4	36	9	31	29	11	2	31	29	..		
105.	71	8	77	..	87	..	86	..	109	..	103	5	104	4	104	4	108	..	97	3	97	..	97	..	83	7	82	..	79	..		
109.	..	165	..	165	160	5	160	5	160	..	160	..	155	5	..	160	..	160	..	160	160	5	..	160	165	..	160	..	160	..		
110.	2	14	1	15	1	15	..	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..		
111.	18	2	16	..	15	1	19	..	14	1	16	2	8	2	13	1	14	1	13	1	19	..	14	1	22	..	20	..	19	..		
112.	36	2	22	2	22	1	37	..	33	..	31	..	33	..	25	..	25	..	25	..	25	..	27	..	23	1	25	..	8	..		
114.	9	..	9	..	7	2	9	..	9	..	..	9	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..		
115.	24	1	25	..	25	..	25	..	28	..	27	..	27	..	27	..	31	..	31	..	1	27	26	..	25	..	1	20	1	17		
116.	14	..	12	..	14	..	14	..	20	..	18	..	20	..	21	..	19	..	21	..	22	2	1	21	..	18	1	19	19	..		
117.	457	..	457	..	457	..	462	..	461	..	470	..	472	..	471	..	468	..	469	..	..	482	470	..	..	488	..	492	468	..		
118.	34	..	40	..	42	..	42	..	43	..	43	..	45	..	45	..	46	..	46	..	3	40	40	..	40	..	..	45	45	..		
119.	..	25	25	..	25	..	25	..	24	..	22	..	..	22	..	21	..	21	..	21	20	1	..	22	..	16	..	13	16	..		
121.	..	10	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..		
122.	..	45	..	45	..	43	43	..	..	43	43	..	43	..	..	43	..	43	..	43	43	..	..	36	36	..	37	..	36	..		
125.	78	..	80	..	81	..	81	..	84	..	84	..	90	..	92	..	92	..	95	..	11	84	95	..	..	103	..	102	99	..		
126.	12	..	..	12	..	14	..	19	21	..	19	1	21	..	21	..	21	..	..	20	1	20	..	21	1	21	..	20	..	20		
127.	20	..	22	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	..	25	25	..	29	..	29	..		
129.	23	..	23	..	23	..	23	..	23	..	23	..	..	23	..	23	23	..	23	..	..	23	23	..	23	..	..	23	..	23		
130.	2	16	17	..	17	..	18	..	18	..	18	..	18	..	17	1	12	6	12	6	18	..	..	18	17	1	..	18	18	..		
131.	57	..	57	..	57	..	57	..	57	..	57	..	55	2	57	..	57	..	57	..	47	6	3	47	20	4	25	3	28	..		

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
81.	9	..	9	..	9	..	..	9	..	9	9	..	9	..	..	9	9	..	..	9	..	9	..	9	9	..	..	9
82.	28	..	24	..	26	..	20	1	14	1	16	..	16	1	15	..	1	10	11	..	13	5	15	..	14	1	10	3	..	16
83.	21	..	20	..	21	1	22	..	21	..	22	..	22	..	22	..	22	..	..	22	19	1	7	6	15	1	14	1	14	..
85.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	8	..	..	..	..	..	..	..	..	..	..	..	..	9	..
87.	30	..	..	36	..	36	..	40	..	28	25	..	..	30	27	..	28	..	..	24	22	..	..	22	19	..	..	19	..	23
88.	5	3	8	8	5	10	..	13	..	25	..	25	..	25	..	25	25	..	..	25	12	..	17	..	8	10	..	25	..	25
90.	15	..	12	1	13	..	1	10	3	11	6	2	..	14	11	..	13	..	..	13	4	8	11	1	6	1	15	..	..	13
91.	121	..	121	..	121	..	121	..	121	..	121	..	5	116	121	..	118	3	3	118	119	2	121	..	121	..	4	117	5	116
94.	36	..	36	..	36	..	4	8	36	..	36	..	36	..	36	8	30	..	..	30	36	..	36	..	36	..	7	7	..	15
95.	31	7	35	2	30	7	32	5	30	5	30	5	31	6	20	15	10	19	16	14	30	7	19	16	20	16	19	16	4	37
98.	63	..	63	..	63	..	59	..	59	..	59	..	..	44	44	..	23	3	3	23	33	..	27	2	47	2	49	..	49	..
100.	16	..	15	1	7	9	11	5	12	4	9	7	8	8	7	9	14	2	12	4	12	4	16	..	16	..	16	..	8	8
103.	33	..	34	..	21	36	13	19	17	5	7	10	..	38	7	17	18	13	23	3	18	20	22	6	35	..	28	..	..	40
104.	28	..	17	3	19	4	30	..	27	..	3	16	11	5	17	1	18	1	5	4	16	..	18	..	20	1	5	11	8	8
105.	75	..	76	1	74	1	1	73	73	..	69	..	52	..	51	..	51	..	..	51	51	..	51	..	51	..	51	..	2	49
109.	160	..	160	..	160	..	..	165	..	165	160	..	..	165	..	160	..	160	..	..	..	160	..	160	..	160	..	160	..	160
110.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	18	..	18	..	18	..	18	..	18	..
111.	12	..	14	..	8	..	16	..	12	..	16	..	11	..	19	..	17	2	16	1	14	..	15	..	18	..	17	..	1	19
112.	12	..	8	..	9	..	18	..	10	..	10	..	9	..	11	..	10	..	2	3	11	..	9	..	12	..	10	2	..	13
114.	..	9	9	..	9	..	..	..	..	..	..	..	..	..	..	..	..	9	..	9	1	8	1	8	7	2	..	9	..	9
115.	20	..	20	..	20	..	19	..	18	..	18	..	18	..	18	..	..	..	17	..	18	..	18	..	18	..	18	..	..	18
116.	14	..	11	..	15	..	8	3	..	5	10	..	..	11	..	10	7	5	..	9	13	..	11	..	11	..	7	..	..	12
117.	467	..	468	..	462	..	488	..	481	..	463	..	491	..	473	..	467	..	..	490	..	467	..	465	..	470	487	..	..	482
118.	31	..	31	..	40	..	40	..	40	..	40	..	..	36	40	..	40	..	..	40	40	..	40	..	1	39	42	..	..	30
119.	17	..	18	2	18	..	19	..	18	..	18	..	18	..	..	19	..	19	..	19	..	19	..	19	..	19	2	15	..	19
121.	10	..	10	..	10	..	10	..	10	..	10	..	3	4	10	..	10	..	1	5	.9	..	8	..	..	9	1	8	..	9
122.	35	..	..	36	..	36	..	32	..	32	..	26	..	25	25	..	26	..	..	26	8	17	..	24	..	24	24	..	..	24
125.	101	..	101	..	57	..	80	..	80	..	84	..	70	13	84	..	84	..	..	84	83	..	81	..	78	..	71	6	73	..
126.	..	19	..	21	..	21	..	21	..	22	..	22	..	23	..	23	..	20	..	20	..	21	..	23	..	19	..	16	..	16
127.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	15	4	4	15	..	29	..	30	..	..	..	30	..	30
129.	23	..	23	..	23	..	..	23	..	23	23	..	23	..	23	..	23	..	..	23	23	..	23	..	23	..	7	13	23	..
130.	18	..	..	18	2	16	18	..	18	..	18	..	..	18	..	18	15	3	3	15	18	..	18	..	17	1	1	17	5	13
131.	28	..	28	..	27	..	9	10	19	5	20	..	1	60	70	..	2	58	69	1	19	51	59	..	50	..	50	..	4	46

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
81.	9	..	8	1	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
82.	6	10	13	..	11	..	12	3	6	1	..	4	4	3	8	..	10	..	11	..	14	..	11	..	10	..	11	..	12	..
83.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	29	..	38	..	31	..	30	2	31	..	29	2	28	1	23	3
85.	..	..	7	2	..	..	7	2	9	..	9	..	..	..	..	..	..	..	..	9	..	..	..	..	..	..	..	..	..	..
87.	24	..	2	18	..	20	3	14	20	..	22	..	20	..	28	..	22	..	20	..	4	15	4	15	18	..	4	15	4	15
88.	..	25	..	25	25	..	..	25	8	..	6	5	..	19	..	19	..	19	..	19	..	19	..	19	17	..	..	17	..	17
90.	14	3	17	..	15	..	3	9	12	..	10	..	5	3	10	1	8	..	11	..	8	..	10	1	11	..	11	1	10	1
91.	118	3	4	117	121	..	111	10	121	..	121	..	120	1	121	..	121	..	121	..	121	..	121	..	121	..	121	..	121	..
94.	24	..	24	..	24	..	24	..	24	..	24	..	36	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
95.	30	8	30	8	19	16	31	4	19	14	30	17	28	10	30	8	21	10	24	10	22	10	30	10	19	14	18	14	19	16
98.	49	..	6	22	49	..	49	..	49	..	48	1	15	9	26	..	49	..	49	..	49	..	49	..	49	..	49	..	49	..
100.	16	..	14	2	12	4	10	6	16	..	11	5	13	3	12	4	25	1	14	2	12	4	16	..	16	..	16	..	16	..
103.	9	11	11	5	20	2	26	2	24	2	17	3	..	32	30	1	18	1	14	2	12	8	6	20	25	..	12	8	14	5
104.	8	4	18	..	21	..	..	21	..	21	..	21	..	21	21	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
105.	51	..	51	..	51	..	51	..	51	..	49	..	49	..	45	..	45	..	45	..	43	2	45	..	45	..	45	..	45	..
109.	160	..	5	155	5	155	160	..	160	..	160	..	..	160	160	..	155	..	155	..	..	155	..	155	155	..	..	155	..	155
110.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
111.	14	..	12	2	9	..	7	5	12	..	11	1	12	..	11	..	8	..	9	..	10	2	8	2	11	..	10	..	9	..
112.	10	2	8	..	8	..	8	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	7	..	..	11	..	11
114.	9	..	..	..	..	..	..	..	..	..	9	..	..	..	..	..	9	..	..	..	8	1	7	2	..	..	9	..	9	..
115.	..	18	..	18	..	18	..	18	18	..	18	..	18	1	..	18	..	18	18	..	14	3	14	3	18	..	14	3	14	3
116.	10	..	9	..	9	..	5	..	8	..	7	..	14	..	15	..	19	..	18	..	23	..	15	..	22	..	19	..	16	..
117.	467	..	471	..	470	..	471	..	467	..	469	..	463	..	470	..	470	..	467	..	487	..	467	..	467	..	467	..	466	..
118.	40	..	1	36	..	36	38	..	38	..	45	..	45	..	45	..	42	..	45	..	42	..	42	..	42	..	45	..	45	..
119.	20	..	..	20	..	20	16	3	19	..	1	18	19	..	19	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17
121.	9	..	5	4	9	..	..	9	9	..	9	..	..	9	9	..	8	..	9	..	8	1	8	1	9	..	9	..	9	..
122.	23	..	21	..	21	..	21	..	21	..	21	..	..	21	21	..	21	..	19	..	19	..	19	..	19	..	19	..	19	..
125.	74	..	71	..	62	2	60	..	56	..	55	..	58	..	55	..	54	..	53	..	52	..	52	..	51	..	51	..	52	..
126.	..	17	..	18	18	..	20	..	22	..	22	..	18	..	21	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
127.	..	30	22	..	..	15	..	30	..	30	17	3	6	13	..	..	28	..	30	..	20	2	16	..	28	..	28	..	28	..
129.	23	..	20	..	20	..	..	20	20	..	20	..	18	2	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
130.	..	18	..	18	18	1	..	19	14	5	19	..	1	18	..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..
131.	..	..	48	..	48	..	39	9	47	1	47	..	25	22	47	..	46	..	46	..	20	26	17	29	19	27	19	25	18	25

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
81.	..	9	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..	..	9	9	..
82.	..	13	9	..	13	..	12	1	1	14	13	..	10	1	7	4	12	..	12	..	12	1	10	..
83.	30	..	23	3	28	..	21	2	25	..	31	..	29	2	30	..	31	..	6	15	4	19	22	..
85.	..	..	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..
87.	17	..	13	1	15	..	15	2	14	2	12	1	12	..	17	..	..	14	1	19	..	13	10	2
88.	..	17	1	5	..	17	..	16	..	17	6	4	3	7	..	16	6	4	..	16	..	16	16	..
90.	12	..	..	9	9	1	9	..	11	1	10	..	1	8	2	6	7	1	4	6	11	1	15	..
91.	121	..	121	..	121	..	121	..	121	..	121	..	..	..	121	..	121	..	9	112	1	120	121	..
94.	24	..	24	..	..	..	12	..	12	..	12	..	12	..	12	..	12	..	..	7	..	7	7	..
95.	32	8	32	9	30	10	32	12	19	16	30	12	31	10	2	38	10	30	..	40	..	38	30	6
98.	49	..	49	..	49	..	49	..	22	11	49	..	49	..	24	8	7	22	27	2	46	..	32	..
100.	16	..	16	..	16	..	14	2	12	4	13	3	8	8	2	14	3	13	2	14	12	4	12	4
103.	20	2	13	5	23	1	3	18	..	15	12	1	1	23	18	1	14	..	14	1	7	10	12	3
104.	20	..	..	..	20	..	20	..	20	..	20	.	10	10	4	16	20	1	6	4	3	6	..	17
105.	45	..	44	..	44	..	44	..	44	..	44	..	42	2	43	1	42	..	39	1	32	4	37	..
109.	155	..	155	..	155	..	155	..	155	..	155	..	150	5	..	155	..	155	..	155	..	155	..	155
110.	15	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
111.	10	..	10	..	10	..	10	..	9	..	8	..	3	6	2	2	11	..	4	3	4	4	9	..
112.	6	..	..	6	10	..	8	..	10	..	11	..	11	..	8	3	5	4	8	..	8	1	11	..
114.	..	9	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	9	..	..	..	..	..
115.	..	17	..	18	..	17	1	10	13	..	14	..	14	..	17	1	1	17	2	10	..	16	17	..
116.	10	..	22	..	20	..	17	..	14	8	18	..	19	1	20	2	22	..	12	16	..	32	20	4
117.	485	..	463	..	461	..	461	..	461	..	459	..	..	489	..	489	..	479	..	456	482	..	456	1
118.	45	..	45	..	45	..	45	..	42	..	42	..	42	..	..	..	45	..	5	38	3	40	40	..
119.	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17
121.	8	..	8	1	9	..	9	..	9	..	8	1	2	6	3	6	4	5	5	4	..	8	..	9
122.	19	..	..	19	19	..	19	..	19	..	19	..	..	19	..	19	..	19	..	19	15	4	..	19
125.	52	..	..	52	52	..	51	..	51	..	51	..	43	..	45	..	..	45	6	39	6	39	45	..
126.	19	..	18	..	18	..	18	..	18	..	18	..	19	..	19	..	19	..	19	..	19	..	..	19
127.	..	28	28	..	28	..	28	..	28	..	28	..	..	28	28	..	28	..	1	7	..	26	26	..
129.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	9	1	20	..	..	15	..	18	18	..
130.	18	1	..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..	1	18	11	8	19	..
131.	45	..	45	..	45	..	45	..	32	8	40	..	..	40	14	20	34	..	..	34	13	14	27	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
132.	46	4	46	2	47	1	72	..	72	..	60	1	1	64	1	47	..	53	8	48	25	35	1	23	29	..	17	9	34	..
134.	..	42	42	..	42	..	42	..	40	..	40	..	39	1	38	..	38	..	38	..	..	..	27	..	30	..	16	7	25	..
135.	..	20	23	..	22	..	23	..	20	..	16	..	17	..	..	18	..	15	10	6	28	..	..	27	17	..	13	4	12	..
136.	10	4	14	..	15	..	15	..	5	10	15	..	1	15	1	15	2	14	1	15	16	..	1	15	16	..	16	..	16	..
137.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
138.	211	..	211	..	211	..	..	211	..	211	..	211	..	211	..	211	..	211	..	211	..	..	211	211	211	..	211	..	139	..
139.	23	..	23	..	20	..	20	..	20	..	15	2	1	3	20	..	20	..	20	..	20	..	20	..	20	..	9	..	9	..
141.	..	28	65	14	38	11	74	..	45	6	66	..	56	1	53	..	60	..	65	..	53	3	48	2	65	..	46	1	41	..
142.	16	..	25	..	35	..	21	..	36	..	38	..	2	50	4	28	..	51	..	43	..	..	1	38	10	8	23	..	22	..
143.	13	..	13	..	13	..	13	..	13	..	13	..	3	10	13	2	14	1	14	..	9	3	13	1	14	1	5	10	15	..
144.	16	2	16	..	21	..	21	..	26	..	29	1	28	..	28	..	28	..	29	..	33	..	30	..	..	..	23	4	24	1
146.	42	..	74	..	74	..	75	..	75	..	72	3	75	..	76	..	76	..	76	..	2	51	..	50	71	..	4	57	71	..
147.	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	67	..	36	10	36	8	36	..	25	1	30	6
148.	88	..	90	..	91	..	91	..	91	1	89	3	16	85	103	..	103	..	104	..	104	..	40	73	112	..	112	..	114	..
149.	12	..	12	..	12	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	12	1	13	..
151.	12	..	4	4	11	..	12	..	12	..	12	..	..	12	..	8	..	9	..	11	9	..	..	7	7	..	..	9	11	..
152.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..
153.	..	15	9	3	1	12	9	4	12	1	17	1	12	..	10	2	14	..	19	..	7	9	..	12	12	4	21	..	25	2
155.	..	70	70	..	..	70	70	..	..	70	70	..	4	66	..	70	..	70	..	70	70	..	70	..	61	9	70	..	70	..
156.	..	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21
158.	95	..	34	3	61	..	92	..	86	..	70	1	68	9	43	10	69	3	66	2	107	..	..	..	59	..	2	110	69	..
160.	34	..	34	2	34	..	36	..	34	..	34	..	9	5	33	..	33	..	33	..	..	..	18	..	18	4	1	8	88	..
163.	3	20	20	3	28	..	28	..	27	..	1	26	26	..	1	25	26	..	26	..	24	2	..	23	14	6	19	..	18	..
164.	37	1	..	38	36	2	39	..	39	..	39	..	37	2	38	1	36	3	35	4	..	39	37	1	39	..	1	38	36	3
165.	18	..	30	1	25	..	25	..	..	20	22	..	..	27	2	14	..	28	..	20	..	..	..	27	26	..	23	..	15	..
167.	261	..	261	..	261	..	261	..	261	..	261	..	261	..	261	..	261	..	261	..	..	261	261	..	261	..	..	261	261	..
168.	..	12	..	9	..	10	14	..	7	4	16	..	10	..	17	..	10	..	17	..	17	..	18	..	18	..	14	..	18	..
169.	41	12	32	1	46	3	44	1	35	2	46	..	4	38	38	2	28	2	27	3	40	..	2	40	37	1	14	14	30	1
171.	73	3	..	57	62	..	60	..	53	..	66	..	35	..	36	..	60	..	64	..	..	65	24	..	30	..	40	..	26	3
172.	..	32	50	..	..	50	50	..	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	50	..	..	50	50	..
174.	28	1	35	..	26	..	33	..	..	35	3	27	..	37	..	29	..	33	..	27	26	1	..	15	15	..	16	..	14	..
175.	40	1	40	1	40	1	40	2	..	42	36	6	..	42	..	42	..	42	..	42	42	..	..	42	42	..	42	..	42	..
176.	11	..	2	14	15	1	17	..	15	..	16	..	15	..	16	..	15	..	13	..	15	..	10	3	13	..	1	8	8	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
132.	29	..	43	..	36	..	2	41	3	32	20	..	1	43	20	22	19	15	1	27	28	..	21	..	17	2	27	..	11	19
134.	28	..	27	..	27	..	19	2	19	..	24	..	27	..	27	..	27	..	..	27	18	1	23	..	49	..	49	..	5	44
135.	19	..	6	..	10	..	20	..	19	..	19	..	2	21	16	..	19	..	..	19	6	..	1	11	19	..	..	26	..	25
136.	16	..	16	..	16	..	..	16	..	16	..	16	..	16	1	15	16	..	..	16	..	16	..	16	..	16	..	16	..	16
137.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	..	9
138.	139	..	..	139	..	139	139	..	139	..	139	..	..	..	139	..	139	..	..	139	..	139	139	..	139	..	139	..	..	139
139.	9	..	9	..	9	..	9	..	19	..	9	..	9	..	9	..	9	..	..	9	13	..	13	..	13	..	..	13	..	13
141.	39	..	31	..	21	..	41	2	34	..	32	..	62	..	12	..	19	4	6	19	24	3	3	18	23	4	22	..	8	12
142.	19	..	..	20	..	18	13	2	18	..	20	..	..	21	14	..	9	2	..	17	17	..	18	..	16	..	6	14	1	20
143.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	14	..	13	..	14	..	4	11	2	12
144.	31	1	34	..	27	..	30	1	31	1	32	..	26	2	34	1	20	9	..	30	31	4	26	2	30	..	28	..	7	28
146.	71	..	67	..	61	..	..	49	..	46	60	..	..	58	58	..	58	..	1	57	..	58	..	58	5	53	58	..	..	58
147.	20	10	22	2	20	10	20	2	82	8	90	..	90	..	91	1	80	19	19	80	120	..	135	5	125	10	1	95	..	130
148.	112	..	115	..	115	..	115	..	108	..	115	..	25	80	105	..	105	..	..	105	104	..	100	..	100	..	3	98	..	102
149.	13	..	13	..	13	..	12	1	13	..	13	..	6	7	3	10	13	..	..	13	13	..	13	..	13	..	4	9	..	13
151.	9	..	10	..	10	..	11	..	11	..	9	..	..	12	..	7	..	11	..	9	..	..	..	10	11	..	2	2	..	11
152.	12	..	12	..	12	..	..	12	..	12	12	..	12	..	12	..	12	..	..	12	12	..	..	12	12	..	12	..	..	12
153.	19	..	19	..	21	..	18	7	17	4	34	1	19	..	16	9	18	3	3	18	25	2	26	..	27	..	12	1	15	14
155.	70	..	70	..	70	..	9	61	3	67	11	59	70	..	..	70	..	..	7	63	70	..	65	5	51	..	2	49	4	48
156.	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	21	..	..	..	..	21	..	21	..	21	..	21	..	21
158.	133	..	6	113	3	103	..	126	..	97	93	..	..	114	103	..	17	..	89	..	43	21	38	1	32	..	40	..	1	51
160.	140	..	138	2	140	..	4	136	136	5	137	1	104	..	104	..	104	..	..	104	74	..	1	73	74	1	74	..	..	67
163.	15	..	15	..	15	..	..	15	..	15	14	..	..	..	14	..	13	1	1	13	14	..	..	14	14	..	..	14	..	14
164.	39	..	38	..	37	2	35	4	33	6	39	..	32	6	25	13	35	4	..	39	37	..	30	9	39	..	39	..	39	..
165.	16	..	1	15	..	16	18	..	17	..	..	14	..	..	10	1	12	..	..	14	..	14	14	..	16	..	3	12	..	17
167.	261	..	261	..	261	..	261	..	261	..	259	..	259	..	..	254	254	..	..	254	254	..	251	..	251	..	251	..	..	251
168.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	18	2	18	..	18	..	19	..	19	..	19	..
169.	32	..	22	..	27	..	28	..	19	3	27	..	21	4	20	2	24	..	6	16	2	26	10	2	25	..	19	11	2	18
171.	31	..	21	..	25	..	33	..	10	..	12	..	12	..	13	..	16	..	..	16	16	..	13	..	7	1	9	..	7	3
172.	50	..	..	50	..	50	50	..	50	..	50	..	..	50	..	50	50	..	..	50	..	50	50	..	50	..	50	..	..	50
174.	13	..	13	..	10	1	3	10	1	5	14	..	14	..	4	3	12	..	1	10	12	..	13	..	10	1	14	..	..	14
175.	42	..	42	..	42	..	..	42	..	42	42	..	42	..	..	42	..	42	42	..	..	42	..	42	42	..	40	2	..	42
176.	14	..	15	..	15	..	..	24	15	..	24	..	24	..	4	19	..	21	..	..	4	13	..	19	18	..	8	18	..	21

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
132.	14	5	29	..	21	1	21	3	27	1	19	..	14	5	29	..	26	..	27	..	25	1	22	1	25	..	19	1	23	1
134.	49	..	47	1	47	..	47	..	47	..	45	..	41	1	34	..	33	..	33	..	32	..	32	..	33	..	33	..	33	..
135.	19	..	17	..	17	..	14	1	15	3	..	8	..	5	23	..	6	..	10	..	10	..	10	..	10	..	10	..	10	..
136.	16	..	..	12	13	..	4	7	1	13	10	..	13	..	..	13	..	13	9	3	7	5	4	9	13	..	4	7	2	10
137.	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
138.	139	..	139	..	139	..	..	139	139	..	139	..	..	139	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..
139.	..	13	..	13	..	13	..	13	13	..	13	..	13	..	..	13	..	13	13	..	13	..	13	..	13	..	13	..	13	..
141.	23	1	24	..	27	..	30	..	28	..	30	..	28	..	33	..	24	..	19	..	..	22	..	19	21	..	..	23	..	22
142.	17	1	10	..	15	..	15	2	17	..	10	3	..	16	16	1	16	..	17	..	18	..	18	..	17	..	18	..	18	..
143.	12	1	13	2	12	1	..	15	6	8	14	..	7	5	13	1	15	..	15	..	15	..	15	..	14	..	15	..	15	..
144.	21	1	37	..	30	..	28	1	30	..	21	1	31	1	30	4	18	4	29	1	24	2	29	..	29	..	26	..	28	1
146.	57	..	..	57	49	..	..	49	49	..	49	..	..	46	..	41	46	..	..	46	45	1	46	..	46	..	46	..	46	..
147.	129	5	135	2	140	8	160	2	159	2	195	1	180	10	..	190	180	5	190	2	180	3	190	1	190	3	190	..	190	..
148.	100	..	102	..	100	..	102	..	102	..	100	..	100	..	96	..	98	..	97	..	100	..	100	..	98	..	98	..	94	..
149.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	11	2	11	2	13	..	11	2	11	2
151.	9	..	10	1	9	..	8	2	11	..	7	..	..	10	12	..	7	..	7	..	8	..	8	..	8	..	7	..	8	..
152.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
153.	18	2	7	20	..	22	19	7	11	9	10	3	5	15	19	1	10	..	20	..	16	5	14	5	18	..	15	3	17	4
155.	26	27	19	34	48	5	55	..	55	..	5	50	..	55	..	57	52	5	6	51	57	..	55	2	59	..	59	..	60	..
156.	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21
158.	2	38	45	..	38	..	75	6	27	..	69	..	49	2	..	..	29	1	35	1	27	8	23	5	34	..	25	3	32	1
160.	65	1	1	59	43	1	40	3	40	..	40	..	34	..	34	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
163.	14	..	13	1	13	..	..	13	..	13	13	..	..	12	12	..	12	..	12	..	12	..	12	..	11	..	11	1	11	..
164.	39	..	39	..	39	..	31	8	39	..	29	10	3	35	36	3	39	..	30	9	38	1	38	1	39	..	38	1	32	7
165.	..	17	..	17	..	17	9	6	4	9	17	..	..	18	13	..	..	12	7	..	..	9	..	10	10	..	..	10	..	10
167.	..	251	..	251	250	..	250	..	..	250	250	..	250	..	250	..	247	..	247	..	247	..	247	..	247	..	247	..	247	..
168.	19	..	19	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
169.	75	1	85	..	65	..	95	1	97	..	59	14	1	88	95	2	54	..	91	..	76	18	76	18	76	18	76	18	76	18
171.	9	..	10	..	12	..	..	14	14	..	10	..	11	..	11	..	11	..	11	..	..	10	..	10	11	..	..	11	..	11
172.	8	42	50	..	42	..	42	..	42	..	42	..	1	41	42	..	42	..	42	..	5	37	5	37	42	..	42	..	..	42
174.	5	1	..	10	1	12	1	10	3	6	12	..	..	34	..	10	10	..	3	9	7	5	3	7	11	..	3	5	3	6
175.	40	1	..	25	..	25	26	..	26	..	7	25	..	33	35	..	36	..	..	36	..	36	..	36	36	..	..	36	..	36
176.	7	3	3	11	11	..	9	..	..	10	5	3	7	2	2	7	7	..	7	..	8	..	7	..	8	..	8	..	7	1

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
132.	22	..	4	23	26	..	24	..	20	1	22	..	17	1	16	..	20	1	23	..	24	..	23	..
134.	31	..	31	..	32	..	31	..	31	..	30	..	32	..	32	..	32	..	32	..	32	..	32	..
135.	10	..	2	4	9	..	10	..	10	..	10	..	..	9	..	4	11	..	7	1	..	10	10	..
136.	13	..	6	7	12	..	13	..	13	..	13	..	13	..	13	..	13	..	1	9	..	13	11	..
137.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..
138.	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..	139	..
139.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
141.	18	..	..	22	21	..	21	..	20	..	21	..	4	1	16	2	17	1	2	19	11	5	20	1
142.	17	..	15	2	17	..	17	..	20	..	19	..	..	19	16	2	15	..	1	18	12	2	15	..
143.	14	..	14	..	14	..	15	..	15	..	15	..	10	5	7	6	12	..	..	..	13	2	..	..
144.	31	1	23	..	25	1	9	..	18	..	22	..	10	4	11	6	22	3	..	26	25	6	26	1
146.	46	..	..	46	46	..	37	..	37	..	37	..	35	..	4	31	35	..	29	..	28	1	..	..
147.	190	..	195	2	185	8	130	20	180	2	180	1	10	150	140	332	165	10	185	10	195	2	201	..
148.	93	..	100	..	100	..	94	..	38	60	100	..	42	53	96	..	98	..	..	96	..	98	98	..
149.	13	..	..	13	13	..	13	..	13	..	13	..	..	13	..	13	13	..	12	1	10	3	13	..
151.	4	2	6	1	6	1	3	..	8	..	9	..	..	9	4	7	1	11	1	10	12	..	6	..
152.	12	..	..	12	12	..	12	..	12	..	12	..	..	12	12	..	12	..	..	12	12	..	12	..
153.	12	2	9	17	12	2	17	1	15	2	10	1	14	6	15	6	15	1	12	17	27	1	26	..
155.	60	..	55	5	58	2	59	..	54	6	7	53	1	59	9	51	21	39	55	5	41	19	60	..
156.	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	21	..	..	21	..	21	..	21
158.	32	..	28	..	33	1	34	..	22	..	29	..	11	3	30	..	15	5	27	3	19	12	25	..
160.	11	..	2	22	24	..	24	..	24	..	24	..	..	..	24	..	24	..	24	..	1	5	..	7
163.	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	..	..	..	..	..	..	..	9	..
164.	39	..	39	..	38	1	30	7	31	8	38	1	39	..	2	33	2	31	33	6	39	..	37	2
165.	10	..	3	8	10	..	12	..	9	..	11	..	..	9	11	..	..	11	..	12	..	14	..	13
167.	..	247	244	..	244	..	244	..	244	..	244	..	244	..	..	246	244	..	240	..	240	..	..	240
168.	16	..	16	..	16	..	16	..	16	..	16	..	17	..	18	..	18	..	18	..	18	..	18	..
169.	75	4	63	3	104	..	80	2	..	123	1	76	66	..	52	22	8	31	10	42	72	9	62	3
171.	11	..	2	7	12	..	11	..	11	..	11	..	7	2	7	..	2	9	8	1	6	3	11	..
172.	42	..	..	42	42	..	..	42	..	42	42	..	42	..	..	42	42	..	42	..	42	..	42	..
174.	10	1	2	8	12	..	1	11	1	10	8	..	2	8	1	9	3	7	9	..	6	3	10	..
175.	..	36	..	43	43	..	43	..	43	..	43	..	..	43	..	43	43	..	..	45	45	..	45	..
176.	7	..	1	7	8	..	7	..	7	..	9	1	..	9	4	3	..	9	1	8	6	1	8	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
177.	4	49	63	..	1	52	42	3	61	1	57	5	55	2	65	1	66	..	64	1	..	..	45	3	30	2	39	3	34	..
178.	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23	..	23
179.	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..
181.	463	..	463	..	463	..	463	..	..	503	..	513	..	548	..	548	..	583	..	584	587	1	..	586	587	..	589	..	603	..
182.	44	..	44	..	48	..	48	..	..	51	1	50	..	51	2	49	..	51	..	51	51	..	50	..	1	52	..	55	55	..
183.	18	4	19	2	13	4	3	20	23	4	23	4	2	27	1	23	..	25	..	25	..	29	..	17	17	..	10	11	17	1
184.	32	2	32	2	28	1	43	..	38	..	28	..	14	36	24	22	25	21	28	15	35	11	46	..	44	..	42	..	36	..
186.	2	21	..	26	..	19	27	..	18	2	22	4	..	26	..	19	..	22	..	21	..	..	..	23	12	1	3	8	24	..
187.	..	28	43	2	2	15	50	..	20	..	9	1	30	..	12	..	29	..	26	2	18	2	1	6	18	..	1	13	8	..
188.	36	..	34	..	36	..	29	2	23	..	27	2	..	40	1	35	..	37	1	34	..	..	..	38	37	..	37	..	36	1
190.	10	..	8	2	8	..	10	..	8	2	7	3	..	8	4	4	8	2	6	4	9	1	1	6	2	3	7	..	8	..
191.	3	5	10	..	4	4	16	..	6	5	12	..	9	5	10	3	7	..	8	..	12	1	..	14	11	..	5	6	15	..
192.	11	15	26	..	26	..	26	..	26	..	26	..	..	26	26	..	..	26	..	26	26	..	..	26	26	..	26	..	26	..
193.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	..	..	..	..	..	..	..	..	..	..	..
194.	21	..	21	..	19	..	19	..	..	23	2	18	..	22	14	2	17	..	24	..	24	..	24	..	24	..	24	..	24	..
195.	23	..	23	..	23	..	23	..	23	..	23	..	22	..	..	..	..	..	..	..	22	..	..	..	22	..	22	..	21	..
196.	31	11	6	35	..	31	38	6	38	..	38	..	..	45	..	43	..	37	..	40	5	40	2	14	33	2	..	..	26	2
197.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..	17	..
199.	70	..	68	..	..	42	42	..	42	..	..	42	42	..	..	38	38	..	42	..	46	..	56	..	58	..	..	46	36	..
200.	2	24	7	19	..	41	1	42	29	2	31	..	..	46	..	40	..	40	..	38	25	3	..	32	13	8	2	21	..	27
201.	29	..	1	24	18	2	30	..	26	2	32	..	..	34	..	34	33	..	34	..	..	34	3	18	..	30	22	4	26	..
202.	29	1	16	..	24	..	32	..	21	..	23	..	..	34	11	1	8	14	10	8	21	7	4	18	22	..	19	5	23	..
203.	14	..	14	..	14	..	18	..	18	..	17	..	..	19	..	18	..	15	..	16	11	3	17	..	17	..	16	..	16	..
206.	24	..	24	..	26	..	22	..	8	5	23	..	23	..	22	..	20	..	17	..	..	..	16	1	20	..	1	15	17	..
207.	9	1	1	9	9	..	9	..	9	..	11	1	12	..	12	..	12	..	11	..	14	..	14	..	14	..	14	..	14	..
208.	10	..	10	..	10	..	10	..	8	2	7	3	10	..	10	..	10	..	10	..	10	..	9	..	9	..	9	..	9	..
209.	125	..	125	..	125	..	125	..	125	..	125	..	125	..	125	..	125	..	125	..	2	123	125	..	125	..	..	125	125	..
211.	..	18	..	19	..	..	12	1	..	20	22	3	..	29	..	31	..	31	..	31	32	..	..	34	34	..	32	..	29	..
212.	..	40	..	40	..	40	..	40	38	2	34	6	34	6	34	6	34	6	34	6	..	40	40	..	40	..	..	40	30	4
213.	126	..	125	..	125	..	125	..	122	..	122	..	109	11	120	..	119	..	118	..	118	..	117	1	113	5	118	..	115	..
214.	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	..	326	326	..	326	..	..	326	326	..
215.	..	..	60	..	60	..	55	5	55	5	55	5	55	5	55	5	55	5	55	5	7	55	..	30	1	60	20	42	60	2
216.	18	..	18	..	18	..	18	..	18	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
177.	27	..	23	1	20	..	15	..	10	..	14	..	12	2	11	..	13	..	..	11	2	4	..	15	15	..	15	..	..	15
178.	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23
179.	52	..	52	..	52	..	52	..	48	..	48	..	52	..	48	..	48	..	..	48	36	12	48	..	48	..	48	..	7	41
181.	276	..	..	276	..	274	..	274	..	274	248	..	..	378	279	..	240	..	5	235	44	8	178	..	29	5	180	1	..	183
182.	55	..	58	..	58	..	58	..	58	..	58	..	58	..	58	..	..	58	..	..	1	57	58	..	58	..	58	..	..	58
183.	17	..	13	1	10	1	17	..	15	3	18	..	18	1	11	..	11	4	..	..	8	3	6	..	12	..	10	3	9	7
184.	31	..	28	..	27	..	26	..	26	..	26	..	26	..	26	..	26	..	..	26	26	..	26	..	26	..	19	6	17	8
186.	17	..	24	..	8	..	..	14	..	14	..	12	12	..	..	14	15	..	..	15	15	4	15	4	7	7	..	14	..	14
187.	10	..	26	..	24	..	..	38	..	38	14	..	10	..	23	1	6	27	..	37	40	..	40	..	40	..	..	50	..	50
188.	36	..	..	36	..	35	..	35	1	33	..	31	..	..	14	16	30	..	..	..	27	1	22	5	27	..	17	10	..	26
190.	9	1	9	..	10	..	7	2	7	2	7	3	..	10	9	1	..	..	9	1	8	2	8	2	10	..	6	4	6	3
191.	14	..	10	..	7	1	11	..	11	..	6	2	12	1	8	2	8	1	1	8	..	14	4	5	2	8	..	12	..	13
192.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	..	26	26	..	26	..	26	..	..	26	..	26
193.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	5	5	11
194.	23	..	23	..	23	..	23	..	23	..	23	..	1	22	23	..	23	..	..	23	..	23	23	..	23	..	..	23	..	23
195.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	21	..	..	..	..	..	21	..	..	..
196.	37	..	24	..	26	..	26	1	27	..	22	..	24	..	6	15	18	2	2	18	21	..	16	..	25	1	26	..	..	23
197.	17	..	17	..	17	..	17	..	17	..	17	..	13	2	12	3	15	..	..	15	15	..	15	..	15	..	15	..	..	15
199.	36	..	38	..	38	..	18	20	22	..	..	22	26	..	26	..	46	4	4	46	26	..	28	..	24	..	28	..	..	24
200.	18	..	4	17	2	21	1	24	1	21	3	22	23	1	2	22	3	18	16	7	13	1	7	12	10	7	4	14	1	15
201.	27	..	28	..	27	..	..	24	..	24	24	..	14	2	..	21	18	..	..	18	14	..	17	..	19	..	20	..	..	20
202.	17	..	18	..	18	..	23	1	18	..	18	..	23	..	13	1	20	..	4	17	11	..	16	..	15	..	20	..	7	17
203.	14	..	14	..	14	..	11	..	13	..	14	..	..	14	12	..	15	..	..	15	14	..	14	..	14	..	15	..	..	16
206.	18	..	18	..	16	..	16	..	16	..	13	1	18	1	14	..	13	2	2	13	..	17	13	..	1	13	10	..	5	3
207.	14	..	13	..	12	..	14	..	13	..	13	..	13	..	5	1	..	..	..	..	13	..	13	..	13	..	2	8	..	8
208.	9	..	9	..	9	..	5	4	9	..	9	..	4	5	3	6	9	..	..	9	9	..	9	..	9	..	..	9	..	9
209.	125	..	125	..	125	..	125	..	125	..	125	..	125	..	125	..	122	3	3	122	125	..	125	..	125	..	125	..	..	125
211.	32	..	..	33	1	33	31	..	32	..	34	..	..	30	2	26	23	..	3	20	20	..	..	22	19	..	20	..	..	23
212.	32	6	30	4	31	2	30	..	32	..	36	..	38	2	30	..	34	4	..	34	32	..	31	2	33	..	40	..	..	40
213.	115	..	114	..	111	..	101	..	101	..	102	..	61	6	45	3	42	12	12	42	72	..	66	6	69	1	67	1	54	14
214.	326	..	326	..	326	..	326	..	326	..	326	..	326	..	..	326	326	..	..	326	326	..	326	..	326	..	326	..	326	..
215.	33	27	60	..	60	..	6	56	60	..	60	..	60	..	60	..	..	..	..	60	60	..	60	..	60	..	46	14	..	60
216.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	16	1	16	1	..	17	..	17	..	17

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
177.	15	..	9	2	14	1	11	2	14	..	12	1	13	..	50	..	38	..	34	..	31	..	37	..	33	..	27	..	31	..
178.	23	..	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
179.	48	..	47	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..	47	..	47	..	47	..	47	..	47	..
181.	..	187	..	187	7	180	185	2	186	1	187	2	..	189	..	188	5	183	..	188	188	..	188	..	189	..	189	..	189	..
182.	58	..	58	..	58	..	58	..	58	..	58	..	..	58	58	..	58	..	58	..	58	..	58	..	58	..	58	..	58	..
183.	11	1	..	12	..	17	11	6	8	1	16	..	1	16	13	..	12	1	11	1	4	7	..	8	9	..	1	5	..	6
184.	19	6	20	5	25	..	5	20	25	..	25	..	23	2	25	..	25	..	25	..	9	15	9	15	24	..	9	15	9	15
186.	..	14	3	11	2	11	10	3	..	13	11	..	12	..	8	3	44	..	49	..	52	..	48	..	51	..	45	..	48	..
187.	14	1	40	..	39	1	34	4	12	..	40	..	..	7	38	..	15	..	11	..	28	1	40	1	17	..	17	..	16	1
188.	26	..	20	5	19	6	25	..	25	..	16	4	10	4	5	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..
190.	10	..	8	1	10	..	2	7	7	2	1	9	7	2	4	1	10	..	10	..	5	4	5	4	10	..	5	4	5	4
191.	..	13	1	11	1	8	3	7	..	8	5	..	3	..	6	..	7	1	4	1	3	4	4	2	..	6	2	2	3	2
192.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
193.	..	..	..	..	..	..	..	..	..	..	..	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..
194.	23	..	..	15	23	..	..	22	22	..	22	..	..	22	21	..	21	..	21	..	..	21	..	21	21	..	..	21	..	21
195.	..	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
196.	2	17	..	22	14	..	..	22	23	..	19	..	14	1	22	..	18	..	19	..	15	2	21	2	22	..	22	1	16	4
197.	15	..	1	14	13	2	15	..	15	..	15	..	15	..	15	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
199.	16	..	16	..	16	..	20	..	24	..	26	..	26	..	26	..	30	..	30	..	30	..	30	..	26	..	26	..	26	..
200.	5	8	2	16	12	..	6	4	10	7	14	5	1	17	1	16	10	7	9	7	2	15	..	19	10	4	..	17	..	18
201.	..	20	19	..	..	18	..	18	18	..	..	11	..	13	..	14	..	14	..	14	10	3	12	1	14	..	14	..	14	..
202.	7	3	7	3	12	..	2	9	10	..	11	1	10	2	12	1	12	..	12	..	13	1	13	..	14	..	13	..	15	..
203.	13	..	16	..	16	..	14	3	17	..	18	..	..	19	20	..	20	..	19	..	..	16	..	20	19	..	..	21	..	19
206.	14	..	14	..	14	..	8	1	13	..	14	..	11	1	15	..	14	..	14	..	15	..	15	..	15	..	15	..	15	..
207.	10	..	8	..	..	9	8	..	13	..	13	..	13	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
208.	9	..	5	4	8	1	9	..	9	..	9	..	9	..	8	1	9	..	9	..	9	..	9	..	9	..	9	..	9	..
209.	125	..	125	..	125	..	125	..	125	..	125	..	..	125	125	..	125	..	125	..	121	4	121	4	125	..	121	4	121	4
211.	8	..	3	..	15	1	3	14	..	20	17	..	..	19	..	..	20	19	..	18	8	6	..	9	..	17	..	17	..	18
212.	34	2	33	1	28	..	24	3	24	2	28	..	26	2	23	1	24	..	38	2	27	..	27	..	27	..	27	..	27	..
213.	67	1	60	5	65	..	60	5	63	2	56	7	64	1	54	1	32	..	32	..	13	18	13	18	31	..	13	18	13	18
214.	326	..	326	..	326	..	326	..	326	..	..	326	..	326	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..
215.	60	..	60	..	60	..	..	68	60	..	60	..	60	..	60	..	60	..	60	..	18	42	18	42	14	46	14	46	18	42
216.	16	..	..	17	17	..	17	..	17	..	16	..	16	..	17	..	17	..	17	..	15	..	15	..	15	..	15	..	15	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
177.	29	..	..	34	27	..	27	..	28	..	28	..	..	27	9	11	28	..	..	22	49	..	23	..
178.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	..	23	23	..	..	23	25	..	23	..
179.	46	..	46	..	46	..	46	..	46	..	46	..	48	..	6	42	48	..	48	..	45	..	44	..
181.	191	..	..	191	2	191	192	..	..	193	193	..	..	193	193	..	1	192	6	186	..	191	..	191
182.	58	..	58	..	58	..	58	..	..	58	58	..	58	..	58	..	58	..	58	..	58	..	58	..
183.	3	5	1	7	7	..	6	2	3	..	11	..	9	..	3	2	7	..	..	7	4	3	9	1
184.	24	..	17	7	21	1	23	1	24	..	24	..	20	..	17	7	8	13	8	10	3	15	18	..
186.	18	13	..	42	19	1	34	..	11	20	14	6	..	..	31	..	32	..	2	33	..	..	2	30
187.	1	8	10	2	14	..	15	..	7	..	17	..	2	5	17	2	3	..	3	12	3	37	40	..
188.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
190.	10	..	7	2	8	2	..	10	10	..	10	..	10	..	4	6	4	4	3	7	6	4	3	7
191.	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
192.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
193.	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
194.	21	..	21	..	21	..	..	21	..	21	21	..	1	20	21	..	21	..	21	..	..	21	21	..
195.	21	..	21	..	21	..	21	..	21	..	21	..	..	..	..	21	..	21	..	21	21	..	21	..
196.	1	24	19	..	21	..	21	..	23	1	24	..	19	3	14	..	14	..	14	..	6	3	21	..
197.	14	..	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..
199.	32	..	34	..	31	..	30	..	29	..	28	..	..	37	4	43	2	47	47	..	44	..	40	..
200.	5	13	..	17	6	12	3	13	17	..	15	..	15	3	9	10	1	15	5	10	..	..	2	10
201.	10	4	..	14	14	..	14	..	14	..	14	..	14	..	5	7	10	2	..	14	7	4	14	..
202.	7	..	4	1	6	..	8	2	18	..	14	..	11	..	17	2	9	4	23	..	17	..	17	..
203.	18	..	..	19	..	15	17	..	11	2	16	..	18	..	16	1	19	..	..	17	..	18	15	..
206.	14	..	15	..	15	..	15	..	15	..	15	..	13	..	3	10	5	5	15	..	10	2	14	..
207.	8	..	8	..	8	..	8	..	8	..	8	..	..	8	1	8	1	8	..	8	8	1	9	..
208.	8	1	..	9	9	..	9	..	9	..	9	..	6	3	7	2	9	..	5	4	3	5	8	..
209.	125	..	125	..	125	..	125	..	..	125	125	..	..	125	..	125	1	124	..	125	2	123	125	..
211.	13	..	1	19	15	2	..	20	16	..	20	..	..	15	15	..	17	..	..	19	..	20	..	20
212.	27	..	26	..	26	..	26	..	25	..	25	..	25	..	..	25	..	40	..	40	40	..	..	40
213.	31	..	10	20	30	..	28	..	19	7	26	..	25	..	21	4	25	..	20	..	23	..	22	1
214.	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	326	..	..	..	310	..
215.	42	18	60	..	60	..	60	..	60	..	60	..	..	..	..	60	60	..	..	..	..	..	60	..
216.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	4	8	15	..	15	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
218.	18	..	..	18	18	..	18	..	18	..	18	..	18	..	17	5	15	..	19	..	..	..	..	20	15	..	1	16	..	..
219.	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	110	..	111	..	111	..	112	..	120	..
220.	11	1	5	6	12	..	11	..	8	2	5	3	12	..	12	..	12	..	10	2	..	7	5	5	12	..	12	..	11	..
224.	25	2	27	..	29	..	29	..	29	..	29	..	29	..	31	..	31	..	31	..	19	4	32	..	34	..	12	21	34	..
225.	33	..	31	2	32	..	32	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	33	..	2	31	33	..
230.	11	..	11	..	11	..	11	..	11	..	11	..	2	8	10	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..
231.	165	..	..	165	165	..	165	..	165	..	165	..	17	53	165	..	165	..	165	..	5	63	165	..	50	..	34	60	80	..
233.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
235.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	9	2	11	..	11	..	11	..
237.	..	33	2	31	..	35	17	14	..	36	36	..	..	37	..	37	..	37	37	..	..	..	..	37	2	34	37	..	38	..
238.	..	..	3	48	47	4	51	..	51	..	1	48	..	51	28	23	35	16	35	16	..	51	51	..	51	..	..	51	..	51
239.	26	..	..	26	26	..	26	..	25	..	25	..	15	6	25	..	24	..	24	..	..	..	23	..	24	..	..	..	21	..
241.	50	..	..	52	53	..	53	..	52	..	53	..	..	52	52	..	49	..	49	..	..	..	..	48	16	18	..	..	48	..
242.	60	..	59	..	40	..	..	98	25	20	98	..	35	3	60	..	25	1	14	12	60	10	12	..	38	..	42	..	60	..
243.	10	..	9	1	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
244.	8	2	..	..	9	1	12	..	12	..	..	11	..	12	3	8	8	2	11	1	12	..	12	..	12	..	11	1	12	..
246.	6	14	17	4	17	4	4	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	16	4	19	1	20	..
247.	..	220	..	225	..	225	226	2	228	..	228	..	1	227	..	228	..	228	..	228	..	..	..	228	228	..	228	..	228	..
250.	14	..	15	..	10	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
251.	17	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
252.	..	35	..	35	23	12	35	..	35	..	25	10	5	30	27	8	35	..	35	..	..	..	..	35	35	..	3	32	35	..
253.	36	..	..	38	36	..	40	..	36	..	36	..	39	..	39	..	41	..	39	..	..	..	..	35	31	4	3	31	28	..
254.	18	..	19	..	19	..	18	..	19	..	19	..	..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..
256.	56	..	55	..	55	..	55	..	55	..	55	..	55	..	55	..	54	1	54	1	55	..	..	54	51	2	43	2	45	..
257.	..	56	58	..	..	55	56	..	..	53	2	56	..	52	1	54	1	51	..	50	51	1	1	34	37	..	..	50	5	29
258.	19	..	42	..	17	..	43	..	24	..	51	..	..	62	1	61	..	59	2	60	..	..	..	65	52	..	54	..	52	..
260.	..	42	..	42	..	42	42	..	42	..	41	..	..	41	..	41	41	..	41	..	41	..	..	41	41	..	3	24	41	..
262.	2	36	37	1	2	41	40	1	41	1	40	3	37	5	37	5	37	5	37	5	3	40	42	1	42	1	1	39	38	1
265.	36	..	33	..	33	..	33	..	33	..	33	..	33	..	27	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
266.	55	..	12	43	55	..	55	..	40	15	55	..	23	32	54	..	54	..	54	..	2	52	4	50	3	51	38	16	54	..
268.	13	..	13	..	11	..	13	..	14	..	9	2	2	4	9	..	9	..	11	..	..	15	..	8	7	..	11	..	13	..
269.	2	30	3	29	..	32	..	32	32	..	..	32	1	31	11	1	..	32	..	32	..	32	..	32	..	32	1	28	..	29
270.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	..	15	15	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
218.	16	..	10	8	14	3	..	20	..	18	18	..	..	..	..	17	..	13	5	12	13	..	10	..	..	18	18	..	..	17
219.	118	..	117	2	119	..	116	3	116	3	119	..	119	..	116	3	119	..	..	119	119	..	119	..	119	..	119	..	..	119
220.	11	..	11	..	11	..	7	1	6	..	12	..	8	..	12	..	..	12	2	6	..	10	..	12	..	12	12	..	1	11
224.	37	..	37	..	37	..	37	..	36	..	36	..	36	..	36	..	36	..	..	36	36	..	36	..	36	..	36	..	..	36
225.	33	..	33	..	32	1	33	..	33	..	33	..	33	..	33	..	31	1	..	33	33	..	..	..	33	..	31	..	2	29
230.	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	..	11	11	..	11	..	11	..	6	5	..	10
231.	80	..	80	..	..	..	25	1	25	1	40	1	165	..	28	1	23	7	5	29	..	27	2	26	28	..	28	..	1	17
233.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	15	..
235.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	9	..	9	..	..	9	9	..	9	..	9	..	..	..	..	9
237.	38	..	..	38	..	38	..	38	..	38	38	..	..	..	38	..	38	..	..	38	37	..	37	..	33	2	..	37	..	34
238.	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	51	51	..	..	51	51	..	51	..	..	51
239.	21	..	21	..	21	..	..	21	..	21	20	..	21	..	8	6	21	..	..	21	21	..	21	..	3	18	..	21	..	21
241.	33	..	48	..	35	2	37	..	35	..	33	..	15	4	48	..	53	3	3	53	44	3	42	1	32	..	47	..	29	17
242.	44	..	46	..	42	4	39	..	39	5	60	2	59	3	38	..	38	..	..	60	..	52	15	..	28	..	..	35	..	34
243.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	6	4	..	10	10	..	10	..	3	7	..	10	..	10
244.	12	..	12	..	12	..	..	12	..	12	7	2	..	..	..	9	12	..	..	12	..	11	4	5	10	..	..	11	..	11
246.	18	2	18	2	..	..	..	..	..	..	..	..	20	..	..	20	20	..	..	20	20	..	15	5	9	11	12	4	..	16
247.	228	..	..	228	..	228	..	228	..	228	228	..	..	..	228	2	228	..	..	228	..	228	..	228	228	..	40	112	..	152
250.	..	..	..	..	..	..	..	..	..	..	..	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
251.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	..	18	..	18	18	..	..	18	..	18
252.	35	..	35	..	35	..	29	6	24	11	35	..	..	..	..	35	35	..	..	35	35	..	3	32	..	35	35	..	..	35
253.	21	..	26	..	27	..	28	..	28	..	28	..	28	..	27	..	20	..	..	20	31	..	3	26	30	..	30	..	..	33
254.	17	..	17	..	17	..	16	..	19	..	18	..	16	..	19	..	19	..	..	19	19	..	19	..	19	..	19	..	18	1
256.	45	..	39	..	39	..	39	..	39	..	39	..	33	3	36	1	4	32	33	2	35	..	35	..	35	..	35	..	27	6
257.	22	..	3	17	..	22	2	26	3	12	21	..	..	..	..	25	22	..	..	24	..	24	20	1	23	1	25	..	..	25
258.	55	..	47	..	48	1	..	65	..	45	37	..	..	66	20	..	6	12	29	..	62	..	44	..	41	..	13	17	..	66
260.	..	34	..	34	34	..	31	..	34	..	34	..	..	..	28	..	28	..	..	28	28	..	..	28	25	..	..	25	..	25
262.	38	1	35	1	35	1	34	1	30	..	26	1	25	..	14	5	21	2	2	21	..	23	..	23	1	22	22	..	..	23
265.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	..	32	32	..	32	..	32	..	32	..	..	32
266.	54	..	54	..	54	..	54	..	54	..	54	..	..	..	54	..	34	20	8	46	26	28	54	..	54	..	54	..	3	51
268.	10	..	12	..	12	..	..	14	..	11	..	6	9	..	8	..	8	..	1	7	3	5	3	1	1	7	..	7	..	6
269.	1	27	1	26	3	26	26	..	26	..	..	26	..	..	26	..	1	25	..	..	..	26	26	..	26	..	26	..	..	26
270.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	5	6	5	6	5	6	13	..	..	13

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
218.	18	..	17	..	14	2	2	14	14	..	..	11	..	11	9	..	9	..	9	..	..	9	..	9	..	9	..	9	..	9
219.	119	..	112	2	120	..	121	..	121	..	121	..	127	..	127	..	127	..	127	..	130	..	130	..	130	..	130	..	130	..
220.	11	1	12	..	11	..	10	..	9	..	9	..	2	7	12	..	10	..	11	..	4	6	4	6	1	5	4	6	4	6
224.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	..	..	37	..	36	1	..	..	36	..	36	..	36	..	36	..
225.	31	..	31	..	31	..	33	..	33	..	33	..	33	..	33	..	28	..	28	..	29	..	29	..	29	..	29	..	29	..
230.	..	11	..	10	10	..	11	..	..	10	11	..	2	9	11	..	10	..	11	..	11	..	11	..	11	..	11	..	11	..
231.	27	..	21	..	21	..	21	..	21	..	21	..	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
233.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
235.	8	1	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	6	2	6	2	8	..	6	2	6	2
237.	37	..	..	35	..	34	36	1	..	37	35	1	..	34	30	..	29	..	..	29	..	28	..	28	28	..	..	28	..	28
238.	51	..	..	51	51	..	..	51	51	..	51	..	2	48	49	..	36	1	2	35	34	1	34	1	34	1	33	2	31	1
239.	18	3	21	..	21	..	8	8	12	3	9	3	12	..	12	..	12	..	12	..	10	2	10	2	10	2	12	..	12	..
241.	32	1	46	3	44	2	43	6	32	..	28	4	..	38	..	..	20	..	16	1	19	..	23	..	22	..	22	..	19	..
242.	34	..	34	2	34	2	35	1	34	..	34	2	..	36	34	..	2	32	34	..	32	2	34	..	34	..	34	..	34	..
243.	10	..	9	1	1	9	8	2	10	..	3	7	10	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
244.	6	5	..	10	..	10	..	10	..	10	..	10	..	9	..	9	9	..	8	1	7	2	5	3	9	4	7	2	7	2
246.	..	16	..	13	14	..	12	..	10	2	11	1	..	13	11	1	12	..	..	..	12	..	12	..	12	..	12	..	12	..
247.	154	..	154	1	154	..	153	..	150	..	150	..	..	153	153	..	153	..	152	..	..	152	..	152	152	..	..	..	..	152
250.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	..	..	..	..	..	..	..
251.	18	..	..	18	18	..	18	..	18	..	18	..	17	..	17	..	..	17	17	..	6	11	6	11	17	..	7	10	7	10
252.	35	..	35	..	35	..	35	..	35	..	35	..	..	35	35	..	35	..	35	..	35	..	35	..	30	..	28	..	28	..
253.	31	..	29	..	30	..	1	27	..	30	24	..	21	1	28	..	20	..	20	..	1	18	1	19	22	..	1	21	1	20
254.	19	..	19	..	19	..	19	..	19	..	18	..	18	..	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
256.	27	5	1	34	7	12	25	2	26	..	26	..	22	1	20	1	21	..	21	..	21	..	21	..	21	..	21	..	21	..
257.	24	..	22	1	..	26	25	..	24	1	25	..	..	25	25	..	24	..	26	..	25	..	26	..	24	..	25	..	25	..
258.	30	..	..	57	..	50	..	57	8	..	23	..	1	62	..	..	27	..	13	..	28	2	..	8	46	..	1	28	4	21
260.	25	..	..	25	25	..	..	25	..	24	..	24	..	24	24	..	24	..	24	..	..	24	..	24	24	..	..	24	..	24
262.	12	10	22	1	22	1	12	6	15	8	22	1	23	..	21	..	23	..	23	..	7	16	7	16	23	..	7	16	7	16
265.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
266.	54	..	49	5	54	..	18	23	54	..	54	..	36	18	54	..	54	..	54	..	37	17	54	..	54	..	54	..	54	..
268.	2	1	4	2	1	1	1	5	..	4	..	4	..	7	..	..	..	2	6	..	..	6	..	6	2	3	..	7	..	7
269.	..	26	26	..	26	..	..	26	26	..	26	..	..	25	..	25	..	25	..	25	25	..	24	1	25	..	..	25	..	25
270.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
218.	..	9	9	..	9	..	8	..	9	1	9	1	1	9	2	8	..	10	1	9	..	..	..	15
219.	130	..	130	1	130	1	130	1	130	..	130	1	..	..	130	1	..	..	125	5	..	..	130	..
220.	3	9	10	..	12	..	12	..	2	10	10	..	12	..	10	1	..	12	6	6	10	2	11	1
224.	36	..	..	..	36	..	36	..	36	..	36	..	36	..	..	..	36	..	36	..	..	..	36	..
225.	29	..	..	29	29	..	29	..	29	..	29	..	29	..	26	3	29	..	27	2	29	..	29	..
230.	11	..	..	10	11	..	11	..	11	..	11	..	..	10	11	..	10	..	9	2	9	2	11	..
231.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	165	..	..	165
233.	15	..	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	13	..
235.	8	..	..	7	8	..	3	4	7	..	8	..	..	3	8	..	8	..	8	..	8	..	7	..
237.	28	..	28	..	28	..	28	..	28	..	28	..	..	28	28	..	28	..	..	28	17	11	11	..
238.	28	1	27	2	26	..	26	..	26	..	24	2	24	..	24	..	23	..	22	..	22	..	21	..
239.	2	10	10	2	12	..	12	..	12	..	..	..	..	..	..	..	..	..	..	..	28	..	28	..
241.	14	1	7	9	19	..	..	18	16	2	15	..	19	..	9	2	12	1	4	5	4	5	17	..
242.	32	2	34	..	32	2	32	..	34	..	32	..	..	..	..	..	..	..	..	..	..	..	..	..
243.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	1	7	8	..	..	8	8	..	8	..
244.	..	9	2	7	7	2	..	9	..	9	9	..	..	9	4	3	9	..	7	2	..	..	..	..
246.	12	..	12	..	12	..	..	..	12	..	12	..	12	..	..	..	..	12	12	..	12	..	12	..
247.	152	..	81	72	152	..	..	152	145	..	145	..	145	..	145	..	75	76	..	148	..	148	..	148
250.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	2	..	..	..	..
251.	17	..	17	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	..	15	15	..	15	..
252.	28	..	..	28	28	..	28	..	28	..	28	..	..	28	26	..	26	..	..	28	..	..	..	..
253.	19	..	22	..	22	..	22	..	22	..	22	..	..	21	..	21	..	21	6	9	14	..	14	..
254.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	1	9	..	10	..	19	..	19	..
256.	18	1	18	1	19	..	19	..	19	..	19	..	19	1	20	..	2	18	4	16	17	3	20	..
257.	..	26	..	25	..	25	..	26	..	24	25	1	..	24	20	6	2	24	3	20	..	..	12	11
258.	22	..	34	..	45	..	..	38	35	2	37	..	..	49	6	47	1	44	..	56	..	..	45	..
260.	..	24	24	..	..	24	24	..	..	24	..	24	..	24	..	24	24	..	..	24	..	..	..	..
262.	22	1	22	2	23	1	22	2	23	1	24	..	..	24	9	15	24	..	1	23	23	1	22	2
265.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
266.	54	..	..	54	54	..	14	26	50	..	50	..	10	40	50	..	50	..	50	..	50	..	50	..
268.	..	4	..	6	2	4	4	..	5	1	1	4	..	1	5	1	4	..	..	6	5	..	2	1
269.	25	..	..	25	..	25	..	25	25	..	25	..	..	25	..	25	25	..	..	25	25	..	..	25
270.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
272.	100	..	100	..	99	..	80	..	101	..	80	..	86	..	91	4	80	..	102	..	90	4	..	102	85	2	101	..	51	49
273.	19	..	27	1	27	1	42	..	38	..	28	..	22	10	13	..	16	..	16	..	27	..	18	..	..	..	30	..	31	..
275.	18	..	12	11	15	..	22	..	25	..	23	..	3	16	12	2	6	4	17	3	22	..	22	..	23	..	24	..	22	..
276.	..	12	12	1	4	7	9	..	8	..	11	..	8	..	9	..	10	..	10	..	11	..	6	..	2	6	2	7	6	..
277.	9	1	8	2	3	..	14	..	9	..	12	..	2	9	1	13	..	11	1	20	5	10	..	14	10	..	8	9	12	..
279.	18	..	..	15	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	17	..	17	..	17	..	9	7	17	..
280.	10	..	11	..	12	..	12	..	14	..	14	..	13	..	14	..	14	..	14	..	..	..	12	2	14	..	14	..	13	1
281.	39	..	39	..	39	..	39	..	38	..	38	..	38	..	38	..	38	..	38	..	..	..	7	1	38	..	..	38	34	..
282.	..	50	50	..	..	50	51	..	51	..	52	..	..	52	..	52	..	52	..	52	..	52	52	..	..	52	..	52	..	52
283.	21	..	21	..	21	..	21	..	21	..	21	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
284.	14	1	14	..	15	..	15	..	13	..	12	..	16	..	14	..	14	..	14	..	12	..	1	11	11	..	12	..	9	..
286.	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	..	31	31	..	31	..	30	1	31	..
287.	10	..	3	7	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	5	5	10	..
288.	..	22	23	..	..	23	21	..	..	23	14	3	..	20	1	20	..	22	..	24	..	24	..	24	24	..	5	19	17	6
289.	..	..	40	4	44	..	44	..	45	..	45	..	44	1	45	..	45	..	45	..	..	44	45	..	45	..	..	45	46	..
290.	14	..	10	..	11	1	16	..	16	..	16	..	16	..	16	..	15	1	13	3	..	16	14	2	16	..	1	15	16	..
291.	..	201	215	..	..	249	270	..	302	..	1	320	331	..	350	..	350	..	350	..	..	..	350	..	350	..	350	..	349	..
292.	8	2	10	..	5	..	7	..	12	..	..	7	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..
294.	5	2	8	..	7	1	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	8	..	8	..	8	8	..
296.	21	..	26	..	28	..	28	..	31	..	30	..	1	28	..	31	..	28	..	29	28	..	..	31	31	..	30	1	31	..
299.	70	..	70	..	70	..	70	..	70	..	69	1	70	..	70	..	70	..	..	70	70	..	..	70	..	..	..	..	70	..
301.	14	19	40	..	36	3	40	..	36	..	42	..	4	36	4	36	4	36	4	36	..	..	17	6	..	..	..	..	19	..
302.	..	23	..	23	1	22	21	2	23	..	23	..	..	23	..	23	..	23	..	23	22	..	..	22	22	..	21	..	21	..
303.	23	..	22	1	23	..	26	..	26	..	26	..	26	..	28	..	28	..	28	..	..	28	..	28	27	1	..	28	28	..
304.	4	38	22	20	4	38	42	..	42	..	14	28	1	41	..	42	6	36	19	..	42	..	3	39	42	..	42	..	42	..
305.	..	11	10	..	..	11	11	..	10	..	6	..	7	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
306.	..	23	..	16	..	18	18	..	20	..	21	..	4	16	1	10	..	13	2	15	..	24	..	15	1	20	..	22	22	..
308.	..	44	44	..	1	36	45	..	35	..	38	..	..	49	1	32	..	32	..	40	..	48	1	45	..	40	4	45	20	4
309.	..	1142	1142	..	..	1142	1142	..	..	1142	1142	..	..	1142	..	1142	..	1142	5	1137	1142	..	..	1142	1142	..	1142	..	1142	..
311.	41	1	33	..	40	3	36	1	41	1	41	1	37	3	39	1	40	1	41	1	1	40	28	15	..	..	..	..	40	2
314.	..	..	19	..	19	..	20	..	..	..	..	..	..	..	20	..	20	..	20	..	2	19	..	21	1	20	3	18	21	..
315.	20	..	19	1	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	6	14	20	..	20	..	18	..	20	..
316.	33	..	33	..	37	..	37	..	37	..	37	..	34	3	37	..	37	..	37	..	9	26	3	32	..	35	13	2	31	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
272.	100	1	99	..	80	6	75	10	80	6	75	..	80	..	66	20	90	..	..	90	100	..	81	..	92	..	80	..	2	91
273.	17	..	23	..	8	..	5	18	4	14	9	..	..	38	12	2	16	4	4	16	..	18	24	..	25	..	17	..	..	18
275.	25	..	24	1	15	1	19	1	18	..	18	..	19	..	16	1	1	13	12	1	13	2	16	1	15	..	12	..	11	..
276.	10	..	9	..	10	..	10	..	10	..	6	..	5	..	6	..	7	..	..	7	6	..	7	..	6	..	6	2	1	7
277.	16	..	16	..	13	..	..	14	..	16	14	..	..	17	12	..	2	10	16	1	12	..	..	16	2	13	..	15	..	16
279.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	15	2	..	16	17	..	17	..	17	..	17	..	9	8	..	17
280.	14	..	14	..	14	..	13	1	13	1	13	..	13	..	13	..	12	1	..	13	13	..	13	..	11	2	..	12	11	..
281.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	13	1	34	..	1	18	34	..	14	1	38	..	34	..	1	19
282.	52	..	52	..	52	..	52	..	52	..	52	..	52	..	..	52	52	..	..	52	..	52	..	52	..	52	2	50	..	52
283.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	..	21	21	..	21	..	21	..	..	21
284.	9	..	9	..	9	..	..	9	..	9	9	..	1	9	10	..	..	..	..	10	..	10	7	..	1	7	6	4	..	10
286.	31	..	31	..	31	..	31	..	30	..	30	..	30	..	28	2	..	30	30	..	30	..	..	29	29	..	29	..	..	29
287.	9	..	9	..	8	..	8	..	7	..	9	..	6	2	10	..	4	1	1	4	7	..	7	..	7	..	2	4	..	7
288.	15	7	14	5	14	8	19	3	20	..	19	2	10	7	18	1	17	..	..	17	16	4	16	3	19	..	13	7	15	6
289.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	43	3	16	30	46	..	46	..	46	..	3	43	3	43
290.	16	..	16	..	..	..	..	..	..	..	..	..	16	..	16	..	..	..	..	..	13	3	14	1	15	..	..	15	..	15
291.	347	..	350	..	345	..	346	..	345	..	347	..	..	34	349	..	347	..	..	347	349	..	343	..	341	..	343	..	2	340
292.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..
294.	8	..	8	..	8	..	..	8	..	8	8	..	..	8	8	..	..	8	..	..	8	..	..	7	8	..	..	8	..	8
296.	31	..	..	31	..	31	31	..	31	..	31	..	1	31	32	..	32	..	..	28	19	4	34	..	31	1	31	..	..	31
299.	70	..	70	..	70	..	..	70	..	70	70	..	..	70	70	..	70	..	..	70	..	..	70	..	70	..	70	..	..	70
301.	20	..	20	..	19	..	16	3	16	3	19	..	..	..	19	..	20	..	..	20	19	..	13	6	17	2	..	20	4	13
302.	20	1	21	..	21	..	..	21	21	..	21	..	21	..	21	..	21	..	..	21	21	..	..	21	21	..	21	..	..	21
303.	28	..	24	4	28	..	..	28	..	28	28	..	..	28	28	..	..	29	29	..	3	26	2	27	29	..	22	4	..	29
304.	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	..	42	42	..	42	..	9	33	..	42	..	42
305.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	6	1	11	..	11	..	11	..	..	11
306	14	..	16	..	17	..	1	12	6	3	27	..	10	12	7	9	5	37	37	5	14	1	14	4	18	..	20	..	1	16
308.	33	..	34	..	35	..	33	..	33	1	29	..	25	..	..	25	..	..	..	..	..	13	23	1	12	7	20	..	..	28
309.	1140	2	3	1139	..	1142	1142	..	1142	..	1142	..	2	1140	1142	..	1140	2	2	1140	..	1142	1137	5	..	1142	1142	..	6	1136
311.	40	1	41	1	38	2	36	1	34	1	36	1	36	2	17	16	34	3	2	35	5	29	32	2	30	..	31	2	6	20
314.	21	..	19	2	21	..	21	..	21	..	20	..	20	..	18	..	19	..	..	19	..	..	3	15	..	..	2	18	..	21
315.	20	..	20	..	20	..	19	1	20	..	20	..	20	..	20	..	20	..	..	20	20	..	20	..	20	..	18	2	18	2
316.	31	..	19	12	15	12	24	..	24	..	24	..	14	8	22	..	22	..	..	22	..	22	22	..	22	..	21	..	..	21

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
272.	101	4	..	102	101	..	..	102	90	4	99	..	..	105	2	104	89	4	..	101	90	1	89	..	81	6	99	1	79	2
273.	9	2	..	25	3	13	5	..	5	..	8	1	..	26	..	..	8	..	11	..	15	5	14	1	11	..	3	1	16	..
275.	12	..	4	3	8	..	12	..	10	..	8	2	11	..	11	..	11	..	10	..	11	..	11	1	10	..	10	..	8	..
276.	7	..	2	6	5	2	5	3	7	..	2	2	6	..	8	..	7	..	3	1	1	5	2	4	7	..	3	2	2	7
277.	16	..	..	16	..	16	1	17	3	16	17	..	..	26	..	..	..	8	..	19	2	20	2	20	5	2	2	20	2	20
279.	10	7	..	17	15	2	10	7	2	15	17	..	17	..	17	..	2	15	17	..	12	5	9	2	17	..	14	3	9	4
280.	13	..	13	..	12	..	12	..	11	..	12	..	12	..	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
281.	9	2	12	4	38	..	..	30	22	1	38	..	38	..	38	..	30	..	30	..	21	2	17	2	30	..	30	..	30	..
282.	52	..	..	52	..	52	..	52	..	52	52	..	52	..	50	..	50	..	50	..	..	50	..	50	50	..	..	50	..	50
283.	..	21	21	..	21	..	21	..	20	1	20	1	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
284.	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
286.	29	..	29	..	29	..	25	4	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
287.	7	..	6	..	5	..	7	..	7	..	6	..	5	1	8	..	7	..	7	..	8	..	8	..	7	..	8	..	8	..
288.	12	1	..	..	10	3	19	..	15	3	13	6	4	13	8	8	13	2	15	..	15	..	17	..	18	..	19	..	17	3
289.	45	..	46	..	45	..	38	7	45	..	45	..	45	..	45	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
290.	11	4	14	..	14	..	13	1	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
291.	345	..	..	345	349	..	1	347	347	..	347	..	347	..	345	..	343	..	343	..	341	..	341	..	340	..	339	..	333	..
292.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
294.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
296.	27	..	22	2	25	..	18	..	17	..	16	..	..	17	16	..	16	..	16	..	16	..	16	..	17	..	17	..	17	..
299.	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..	70	..
301.	17	..	15	2	15	2	17	..	17	..	17	..	4	13	15	2	10	4	13	1	14	..	13	..	13	..	13	..	13	..
302.	21	..	21	..	21	..	..	21	21	..	15	..	15	..	..	15	..	19	..	19	..	19	..	19	19	..	..	19	..	19
303.	4	10	21	..	21	..	..	21	20	1	21	..	21	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
304.	9	33	..	42	42	..	40	2	13	19	42	..	..	42	..	42	2	40	42	..	2	40	2	40	42	..	..	42	..	42
305.	..	11	..	11	..	11	11	..	11	..	11	..	..	11	..	11	..	11	11	..	11	..	11	..	11	..	11	..	11	..
306.	11	..	..	28	..	24	..	20	10	4	18	1	6	9	12	4	13	4	10	..	6	4	7	4	16	..	8	4	12	3
308.	..	19	..	22	5	9	13	..	..	19	..	12	..	18	..	..	12	..	16	..	..	18	..	19	18	..	..	19	..	19
309.	1142	..	1142	..	1142	..	..	1142	1142	..	1142	..	1142	..	1142	..	1137	5	2	1140	..	1142	3	1139	1142	..	..	1142	2	1140
311.	31	..	27	3	28	..	23	4	31	..	31	..	31	..	30	..	31	..	30	..	25	2	26	..	32	..	29	..	32	..
314.	..	18	18	..	14	..	..	18	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
315.	14	6	20	..	20	..	20	..	20	..	20	..	19	1	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
316.	21	..	21	..	21	..	..	21	21	..	21	..	21	..	21	..	17	..	16	..	7	9	7	9	14	..	11	3	11	3

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
272.	95	..	89	..	98	..	100	..	80	..	82	..	101	2	79	..	98	..	1	105	69	..	80	20
273.	14	2	..	23	8	..	8	..	..	22	7	1	..	10	14	3	..	9	..	19	..	..	..	..
275.	9	..	7	..	8	..	7	..	8	..	7	..	5	1	9	..	10	..	6	2	8	1	8	..
276.	6	..	1	7	7	1	3	2	2	5	8	1	..	4	8	..	7	1	5	2	2	5	8	..
277.	12	..	20	3	2	13	..	..	..	20	8	9	..	8	1	18	6	8	..	18	..	..	..	..
279.	16	1	4	6	17	..	..	17	2	15	16	..	9	3	10	..	..	16	16	..	9	5	16	..
280.	10	..	2	3	10	..	10	..	10	..	10	..	5	1	9	..	10	..	10	..	7	..	10	..
281.	31	..	31	..	31	..	31	..	13	1	30	..	1	5	1	13	8	10	2	2	15	1	30	..
282.	50	..	50	..	50	..	50	..	50	..	50	..	..	50	50	..	..	50	..	50	..	..	..	..
283.	21	..	21	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	1	20	..	21	..	21
284.	10	..	..	10	10	..	10	..	10	..	10	..	..	9	..	..	6	..	..	10	10	..	10	..
286.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
287.	7	1	..	8	8	..	2	3	7	..	7	..	..	..	7	..	8	..	7	..	..	..	8	..
288.	..	..	..	..	..	..	..	..	..	..	..	..	..	18	19	..	1	17	2	16	18	1	18	.
289.	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	41	1	11	30	39	2	41	..
290.	14	..	14	..	14	..	14	..	14	..	14	..	11	3	14	..	7	7	6	6	14	..	14	..
291.	341	..	343	..	343	..	345	..	341	..	341	..	..	343	343	..	37	301	..	341	..	340	..	240
292.	10	..	10	..	10	..	10	..	10	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..
294.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	6	2	8	..	..	8	7	..	8	..
296.	17	..	17	..	17	..	17	.	11	..	17	..	..	17	17	..	17	..	18	..	14	2	18	.
299.	70	.	..	70	70	..	70	..	..	70	70	..	70	..	..	70	..	70	..	70	..	70	70	..
301.	13	..	1	12	13	..	13	..	13	..	13	..	1	12	13	..	2	11	..	..	..	..	..	..
302.	19	..	..	19	19	..	19	..	19	..	19	..	19	..	19	..	19	..	..	17	17	..	1	17
303.	..	..	..	..	..	..	..	..	..	..	..	..	..	29	21	..	21	..	21	..	21	..	21	..
304.	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	3	39	..	42	..	42	..	42
305.	11	..	11	..	..	11	11	..	11	..	11	..	..	11	11	..	..	11	..	11	11	..	11	..
306.	16	..	1	12	8	3	12	..	16	..	12	..	6	5	8	4	7	3	..	..	12	..	12	..
308.	..	16	3	5	10	1	13	1	15	..	13	1	2	13	1	11	15	..	3	10	17	..	2	8
309.	1130	11	..	1142	1140	2	2	1139	1142	..	1137	5	1140	2	1136	6	1133	9	72	1070	1137	5	..	..
311.	29	..	10	16	1	28	28	1	28	..	27	..	20	4	26	..	4	25	14	15	23	6	30	..
314.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	..	..	..
315.	20	..	20	.	20	..	20	.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
316.	14	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..	12	..	..	11	11	..	11	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
321.	9	2	11	..	8	3	5	4	4	4	..	11	11	..	11	..	11	..	11	..	11	..	..	11	..	6	..	..	11	..
322.	..	90	23	15	..	58	75	..	78	..	36	1	..	80	4	36	..	39	..	40	50	..	..	48	25	..	2	34	40	..
325.	86	..	86	..	86	..	86	..	86	..	86	..	86	..	86	..	86	..	86	..	..	96	5	33	96	..	24	7	86	..
326.	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	..	60	60	..	..	60	..	60	60	..
327.	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	..	..	44	1	45	..	45	..	45	..
329.	37	..	37	..	37	..	37	..	37	..	..	37	..	37	..	37	..	38	..	38	38	..	..	38	..	38	38	..	38	..
330.	18	..	14	2	17	..	15	..	15	..	12	1	12	..	12	..	11	..	16	..	..	..	15	..	14	..	17	..	..	..
331.	3	37	40	..	..	40	39	..	..	39	9	30	..	39	..	40	..	40	6	34	33	8	10	31	41	..	..	..	40	..
332.	12	3	17	..	14	3	18	..	18	..	18	..	18	..	18	..	18	..	18	..	16	2	4	13	18	..	..	18	18	..
333.	90	..	..	90	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	1	89	90	..	90	..	..	90	..	90
335.	1	38	..	36	2	33	35	..	32	..	37	..	37	..	35	1	33	..	34	1	..	35	41	..	14	16	6	19	20	..
336.	..	38	38	..	..	38	38	..	38	..	38	..	..	38	38	..	38	..	38	..	..	38	..	38	38	..	..	38	38	..
337.	..	13	13	..	..	13	13	..	11	2	13	..	13	..	12	1	13	..	13	..	13	..	..	13	13	..	..	..	13	..
339.	9	1	11	..	12	..	11	..	12	..	2	7	1	10	2	8	4	7	14	..	..	14	2	11	4	1	..	14	11	..
340.	80	..	80	..	80	..	80	..	..	80	80	..	..	80	..	80	..	80	..	80	80	..	80	..	80	..	80	..	84	..
342.	15	2	16	1	6	..	12	..	12	..	11	..	11	..	12	..	12	..	11	..	..	10	4	..	7	..	1	8	3	1
343.	1	50	12	38	9	42	8	43	52	..	52	..	11	41	16	36	51	1	52	..	52	..	52	..	52	..	52	..	52	..
344.	..	7	5	1	..	..	7	..	..	..	..	7	7	..	..	..	..	..	7	..	..	..	..	7	7	..	..	7	7	..
345.	33	2	31	..	33	1	44	1	35	..	44	1	12	39	31	5	39	2	43	..	..	..	41	1	44	2	..	..	..	..
348.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	34	..	..	34	34	..	34	..	..	..	33	..
349.	26	6	27	1	21	3	37	..	31	..	37	..	..	34	..	35	..	33	..	32	..	19	..	36	30	..	..	28	26	..
351.	16	..	15	1	16	..	16	..	16	..	16	..	..	15	14	..	15	..	14	..	..	12	..	10	10	..	..	10	7	..
352.	20	1	16	2	23	1	20	2	17	1	..	22	..	24	2	18	..	19	..	20	..	..	20	1	..	21	2	20	..	..
355.	51	..	51	..	42	..	50	..	48	..	48	..	..	48	..	48	..	48	..	48	..	..	46	..	48	..	..	50	44	..
356.	6	9	16	..	14	..	16	..	12	..	14	..	16	..	12	..	12	..	14	..	..	..	17	..	15	..	..	21	19	..
358.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	12	..	12	..	12	12	..
359.	208	..	208	..	208	..	210	..	210	..	210	..	210	..	210	..	215	..	215	..	..	225	..	225	225	..	..	225	225	..
360.	16	15	27	4	24	4	35	..	32	1	34	1	18	11	20	2	30	..	32	..	..	..	25	3	25	2	8	26	36	..
364.	4	14	19	..	2	13	18	..	10	1	18	..	18	..	17	1	18	..	18	..	..	17	..	18	4	8	7	9	13	..
365.	1	20	..	22	..	21	20	..	2	19	13	7	16	5	20	1	22	..	22	..	2	20	..	22	21	1	..	..	22	..
367.	17	1	20	..	21	..	20	..	23	..	20	..	22	..	20	..	20	..	22	..	..	16	22	..	22	..	..	22	22	..
369.	37	..	27	5	26	..	40	..	28	1	32	..	36	..	36	..	44	..	44	..	..	37	..	44	43	..	..	45	44	..
370.	10	2	9	2	10	1	13	..	7	3	13	..	13	..	6	5	10	2	13	2	2	13	2	5	1	14	3	7	13	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
321.	11	..	..	11	..	11	..	11	..	11	..	8	..	11	..	10	10	..	..	11	11	..	11	..	10	1	..	11	..	11
322.	30	1	20	..	18	..	28	..	28	..	30	..	..	29	17	..	28	..	..	28	27	..	18	..	18	..	4	25	8	21
325.	86	..	86	..	86	..	86	..	86	..	86	..	86	..	..	53	53	..	..	53	53	..	53	..	53	..	53	..	53	..
326.	60	..	60	..	60	..	60	..	60	..	60	..	60	..	..	..	..	..	..	..	..	..	..	..	..	..	60	..	..	60
327.	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	..	45	45	..	45	..	45	..	43	2	45	..
329.	36	..	36	..	36	..	36	..	36	..	36	..	..	..	37	..	34	..	..	34	34	..	34	..	34	..	34	..	..	33
330.	14	..	13	1	12	1	8	7	8	4	13	..	8	1	9	1	2	4	4	2	17	..	..	11	9	..	3	11	..	17
331.	40	..	..	40	..	40	8	32	..	40	..	40	8	32	41	..	36	5	39	4	38	..	38	..	38	..	8	27	..	35
332.	19	..	20	..	19	..	18	1	19	..	19	..	19	..	18	1	1	18	..	..	19	..	19	..	19	..	19	..	14	..
333.	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	..	90	90	..	90	..	90	..	90	..	45	45
335.	21	..	19	1	17	..	10	3	6	8	17	..	11	5	13	..	11	..	..	11	15	..	15	..	16	..	16	..	1	16
336.	38	..	38	..	38	..	38	..	38	..	..	38	38	..	..	38	..	38	..	38	38	..	38	..	38	..	38	..	..	38
337.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	5	8	..	13	..	13	..	13	..	13
339.	20	..	16	..	2	15	15	..	18	..	16	..	7	2	20	..	1	19	19	2	..	18	18	1	16	..	19	..	19	1
340.	84	..	84	..	84	..	84	..	84	..	84	..	..	84	84	..	75	9	..	..	7	77	84	..	84	..	72	..	..	72
342.	7	..	6	..	8	..	8	..	8	..	8	..	7	1	7	2	8	..	..	8	7	..	10	..	10	..	8	..	3	5
343	52	..	52	..	52	..	52	..	51	1	52	..	..	52	52	..	50	2	..	50	..	52	52	..	52	..	..	..	50	2
344.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	4	3	..	7	7	..	7	..	7	..	7	..	..	7	..	7
345.	45	..	39	..	39	..	42	..	42	..	43	..	37	1	32	..	..	30	39	2	38	..	36	..	32	..	32	..	..	24
348.	28	..	20	..	20	..	20	..	20	..	20	..	36	..	20	..	20	..	..	20	22	..	20	..	20	..	..	22	..	22
349.	18	..	..	17	1	7	20	..	11	..	16	..	..	..	15	..	8	2	2	8	16	..	17	..	20	..	26	21	1	40
351	12	..	12	..	12	..	9	..	7	3	..	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
352	33	..	12	..	21	..	13	2	13	2	20	2	..	..	16	..	12	5	..	18	18	..	19	..	19	..	..	17	..	17
355	14	..	43	..	..	12	..	43	..	42	40	..	39	1	39	..	39	..	..	39	38	..	38	..	37	1	38	..	2	35
356	17	..	14	2	10	..	12	1	16	..	20	..	19	..	14	..	1	21	9	7	7	10	..	15	10	..	8	6	..	12
358	12	..	4	8	3	9	..	12	8	4	12	..	12	..	..	12	..	12	..	12	4	8	..	12	4	8	..	12	..	12
359	225	..	225	..	225	..	..	225	..	225	220	..	214	6	225	..	..	..	225	..	225	..	225	..	..	225	220	..	..	220
360	36	..	30	..	35	..	35	1	28	1	27	1	28	..	24	..	24	1	1	24	31	..	25	..	20	..	22	..	6	11
364	12	..	10	..	11	..	10	..	13	..	13	..	11	..	7	..	8	2	2	8	..	10	8	3	5	4	9	..	..	13
365	18	..	17	..	20	..	22	..	19	..	22	..	23	..	22	1	19	..	..	19	22	..	5	11	..	19	..	22	..	22
367	23	..	20	..	22	..	19	1	19	..	14	..	16	..	14	..	15	..	2	13	17	..	14	..	16	..	1	16	..	17
369.	12	..	3	38	5	25	..	39	32	1	21	6	34	2	..	34	30	3	3	24	19	..	6	15	..	27	1	28	7	21
370	15	1	3	..	..	..	..	..	..	..	..	..	13	..	..	..	..	..	..	..	..	..	..	..	..	..	1	12	1	13

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
321	..	11	7	4	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
322	13	..	25	1	19	..	19	3	25	1	26	..	..	23	25	..	20	..	19	..	17	..	19	..	18	..	18	..	19	..
325	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	53	..	52	..	52	..	52	..
326	60	..	60	..	..	..	..	60	60	..	60	..	60	..	60	..	..	60	60	..	60	..	60	..	60	..	60	..	60	..
327	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..	45	..
329	33	..	33	..	33	..	..	33	33	..	..	33	33	..	33	..	25	..	25	..	..	25	..	25	25	..	..	23	..	23
330	7	1	5	3	5	2	14	..	2	2	11	..	9	1	11	..	7	..	14	..	12	..	12	..	15	..	13	..	13	..
331	33	..	..	..	..	27	27	..	26	..	24	2	..	26	..	..	22	..	..	20	8	10	8	6	14	..	8	6	8	6
332	14	..	14	..	14	..	14	..	14	..	13	..	14	..	10	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
333	90	..	90	..	90	..	90	..	90	..	90	..	90	..	..	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..
335	14	..	16	1	15	..	14	1	13	3	15	..	15	..	16	..	15	..	15	..	15	..	14	1	15	..	15	..	15	..
336	..	38	38	..	38	..	38	..	38	..	38	..	..	38	..	38	38	..	38	..	38	..	..	38	38	..	38	..	38	..
337	4	9	..	13	1	12	..	13	..	13	10	..	..	13	1	12	..	10	..	10	8	2	8	2	8	2	7	3	7	3
339	18	1	18	..	22	..	20	..	22	..	22	1	15	1	21	..	17	..	14	..	13	3	16	2	17	..	12	2	14	2
340	72	..	72	..	72	..	2	70	72	..	72	..	1	71	72	..	72	..	72	..	72	..	72	..	72	..	72	..	72	..
342	6	1	6	..	9	..	9	..	3	3	8	..	9	..	8	1	8	..	9	..	9	..	9	..	8	..	8	..	9	..
343	52	..	52	..	52	..	51	1	52	..	52	..	52	..	52	..	52	..	..	..	52	..	52	..	52	..	40	..	37	..
344	7	..	6	1	7	..	7	..	7	..	7	..	..	6	..	..	..	..	..	..	6	..	6	..	6	..	6	..	6	..
345	32	..	32	..	33	..	32	..	30	..	34	..	31	..	27	..	27	..	26	..	10	18	14	19	30	..	11	23	9	20
348	20	..	20	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	22	..	19	..	..	..	22	..	..	..
349	3	27	..	49	15	18	1	52	8	23	36	..	17	8	1	50	..	45	..	42	46	6	..	45	11	31	1	35	..	26
351	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..	..	..	..	..	..	..
352	2	7	..	14	..	14	..	14	..	14	..	9	..	10	20	2	23	..	23	..	22	2	22	2	22	2	22	2	22	2
355	37	..	36	..	35	..	35	..	32	2	34	..	34	..	33	..	34	..	34	..	34	..	34	..	33	..	33	..	33	..
356	6	3	7	..	11	..	12	..	13	..	13	..	3	10	11	..	12	..	11	..	13	1	11	..	12	2	12	..	12	..
358	..	12	2	10	8	4	..	12	3	9	12	..	3	9	..	..	2	10	12	..	12	..	4	8	12	..	..	12	..	12
359	220	..	220	..	220	..	220	..	220	..	220	..	..	220	220	..	220	..	220	..	220	..	218	..	..	218	218	..	218	..
360	17	..	19	..	19	..	11	5	19	..	16	..	..	19	27	..	23	..	29	..	21	10	18	12	23	..	24	5	22	6
364	6	1	..	8	6	1	5	1	8	..	9	..	5	3	7	..	6	..	5	..	..	2	2	1	6	1	..	4	..	2
365	23	..	..	22	..	22	5	8	22	..	22	..	..	16	20	..	20	..	19	..	..	..	..	20	20	..	..	20	..	20
367	12	1	10	..	17	..	1	11	5	3	14	..	..	5	14	..	14	..	13	..	14	3	6	6	15	..	8	3	10	3
369	2	24	..	24	26	1	2	23	14	..	25	..	21	1	6	7	6	10	20	..	20	..	24	..	18	..	20	..	20	..
370	..	..	7	3	..	..	13	..	..	..	6	2	13	2	..	..	..	..	..	..	11	4	..	..	11	1	..	..	..	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
321.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
322.	19	..	..	17	14	..	12	..	16	..	19	..	..	17	16	..	16	..	..	19	20	..	18	..
325.	52	..	..	52	52	..	52	..	52	..	23	..	..	23	..	..	23	..	9	11	52	..	23	..
326.	60	..	60	..	60	..	60	..	60	..	..	..	60	..	60	..	60	..	..	60	60	..	60	..
327.	45	..	..	45	45	..	45	..	45	..	45	..	45	..	45	..	3	42	..	45	45	..	45	..
329.	23	..	..	23	23	..	..	23	..	23	23	..	23	..	21	..	..	21	..	21	..	21	21	..
330.	12	..	8	..	10	..	11	..	14	..	12	..	12	..	12	..	6	8	3	7	7	2	12	..
331.	14	..	..	14	14	..	14	..	6	8	14	..	14	..	14	..	14	..	..	..	..	..	14	..
332.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
333.	90	..	90	..	90	..	90	..	90	..	90	..	..	..	..	90	..	90	90	..	90	..	90	..
335.	15	..	..	15	15	..	15	..	15	..	15	..	15	..	..	..	15	..	15	..	15	..	15	..
336.	38	..	..	38	38	..	38	..	38	..	38	..	38	..	38	..	..	38	38	..	38	..	38	..
337.	7	2	9	1	9	1	10	..	10	..	10	..	..	10	10	..	10	..	..	10	..	..	..	10
339.	5	11	..	20	16	..	14	1	8	11	7	..	10	..	22	..	20	..	20	2	22	..	18	..
340.	72	..	71	1	72	..	72	..	72	..	72	..	..	72	1	71	1	71	68	3	..	72	70	2
342.	9	..	8	..	3	2	8	..	8	..	9	..	..	8	7	..	..	7	..	..	7	..	6	..
343.	37	..	..	37	37	..	37	..	31	..	31	..	31	..	31	..	31	..	28	1	28	..	28	..
344.	6	..	..	..	..	..	6	..	6	..	6	..	..	..	..	..	1	5	..	6	6	..	..	..
345.	31	1	9	24	31	..	2	29	33	..	29	..	4	23	11	11	8	21	30	..	24	6	25	..
348.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	..	..	..
349.	..	31	..	35	..	41	36	1	42	1	12	15	..	16	7	39	4	39	..	44	..	..	5	32
351.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..
352.	22	..	..	21	22	..	23	..	20	1	21	..	..	17	3	13	4	14	1	14	19	..	19	..
355.	30	3	32	..	..	32	31	..	31	..	29	2	..	..	29	1	..	29	..	30	30	..	..	28
356.	..	14	..	14	13	..	11	..	..	..	11	..	6	1	10	..	10	..	1	12	19	..	14	..
358.	..	12	12	..	12	..	12	..	..	12	..	12	10	2	2	10	..	..	..	..	12	..	2	10
359.	218	..	..	210	210	..	..	210	..	210	210	..	210	..	210	..	208	..	..	208	225	..	..	208
360.	27	..	25	..	30	1	28	..	27	..	27	..	18	5	28	1	13	10	29	2	34	..	34	..
364.	..	4	5	..	7	..	6	..	7	..	4	..	..	7	5	1	6	..	7	..	8	..	8	1
365.	20	..	..	20	..	20	..	20	20	..	20	..	..	20	24	..	..	20	18	..	19	..	9	8
367.	14	..	..	15	14	..	14	..	15	..	13	..	10	..	13	..	13	..	2	7	9	..	13	..
369.	19	1	17	..	21	..	18	..	17	..	20	..	1	20	1	14	1	10	19	..	16	4	2	16
370.	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
372.	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	9	3	12	..	12	..	..	..	12	..
374.	21	8	20	3	9	1	12	9	15	..	17	2	17	..	16	..	13	..	18	..	1	21	3	11	8	..	2	19	18	1
375.	..	212	..	249	..	225	..	237	..	274	37	260	..	277	1	246	..	238	..	230	..	..	2	253	297	2	..	..	257	8
377.	1	91	96	..	1	91	97	..	98	6	97	..	2	95	95	..	45	45	40	40	..	..	70	5	16	51	..	18	46	..
378.	..	..	..	36	..	..	..	36	..	..	36	..	..	37	..	37	..	37	..	37	..	37	..	37	37	..	28	11	38	..
380.	23	..	23	1	24	..	24	..	11	7	24	..	24	..	24	..	24	..	24	..	..	..	24	..	24	..	2	22	23	..
381.	40	3	36	..	11	1	43	..	60	..	43	1	37	..	20	..	29	..	17	..	..	88	..	43	38	..	..	38	63	..
382.	..	15	..	16	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..	..	17	17	..
384.	6	25	..	31	6	25	25	6	31	..	26	5	31	..	31	..	31	..	31	..	..	..	31	..	31	..	6	25	31	..
386.	6	..	8	..	..	9	1	13	5	2	7	..	9	3	12	..	10	1	11	1	1	15	3	11	1	14	..	20	8	7
388.	..	32	33	..	..	33	33	..	31	2	33	..	..	33	..	33	..	33	..	33	..	33	2	28	29	..	..	18	25	..
390.	21	1	24	..	22	1	39	..	34	..	17	..	24	6	27	..	19	..	21	..	3	28	21	..	14	..	..	20	12	..
391.	..	119	..	130	140	..	120	..	140	..	140	..	140	..	140	..	140	..	140	..	94	36	..	70	90	..	..	110	90	..
395.	..	14	14	..	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	..	14	14	..	..	14	14	..
396.	..	13	13	..	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	..	16	16	..
398.	17	1	18	..	18	..	18	..	18	..	17	1	13	5	12	6	13	5	12	6	..	..	4	14	18	..	..	12	15	2
404.	8	..	8	..	8	..	8	..	7	1	8	..	7	1	8	..	8	..	8	..	..	..	8	..	7	1	..	8	8	..
406.	22	..	22	..	22	..	22	..	22	..	..	22	22	..	22	..	22	..	22	..	..	..	22	..	22	..	..	..	22	..
407.	7	..	..	17	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	2	16	18	..	18	..	..	118	..	16
408.	49	..	49	..	49	..	49	..	49	..	50	..	..	50	1	49	..	48	..	48	..	49	49	..	49	..	1	49	49	..
410.	..	44	44	..	..	44	44	..	44	..	44	..	44	..	44	..	44	..	44	..	..	44	..	..	44	..	..	44	44	..
413.	18	1	18	1	4	15	19	..	16	3	12	.. 5	5	14	11	8	18	1	18	1	..	19	2	17	9	10	2	17	19	..
416.	80	..	121	..	124	..	128	..	130	..	130	..	..	142	..	140	..	141	..	142	..	..	103	..	136	..	14	..	14	..
417.	3	6	1	8	1	8	7	2	9	..	6	3	..	9	..	9	..	9	..	9	..	9	..	9	1	8	1	8	6	3
419.	92	..	3	81	95	..	92	..	..	94	87	..	..	91	..	92	..	90	..	93	94	..	15	80	87	..	87	..	69	..
422.	102	..	102	..	..	102	102	..	99	3	98	4	2	100	102	..	..	102	99	3	..	..	102	..	102	..	..	102	101	1
423.	38	..	38	..	38	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	40	40	..	40	..	1	18	48	..
424.	2	12	4	7	12	..	16	..	15	..	12	..	11	..	2	..	8	..	13	..	..	15	9	4	8	..	1	13	8	..
425.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
426.	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	39	..	1	37	38	..	38	..	38	..	38	..
427.	22	5	..	56	33	5	13	18	25	13	1	35	..	56	..	51	..	49	..	48	46	..	3	47	50	..	17	..	8	2
428.	9	1	6	2	5	1	10	..	10	..	10	..	8	1	6	2	10	..	10	..	..	..	..	10	5	5	2	8	7	2
429.	28	..	28	..	26	..	27	..	27	..	25	..	..	26	..	22	..	22	..	22	1	16	..	20	20	..	..	20	..	20

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
372.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	12	..	12	..	..	12	..	..		
374.	20	..	14	..	16	..	8	5	6	2	114	..	110	3	103	1	120	..	..	120	116	..	121	..	115	..	121	..	6	114		
375.	242	..	..	136	..	110	223	..	219	..	208	..	..	298	123	..	..	..	..	243	..	243	243	..	..	293	109	..	..	213		
377.	46	..	46	..	46	..	45	..	44	..	43	..	93	..	73	..	76	..	..	76	52	1	44	..	44	..	44	..	6	18		
378.	38	..	..	38	..	38	1	37	1	38	39	..	..	..	2	37	34	5	5	34	19	20	..	39	..	39	..	38	..	38		
380.	24	..	24	..	24	..	24	..	22	..	22	..	21	2	2	22	..	21	..	12	20	4	24	..	24	..	..	22	..	22		
381.	64	..	17	..	40	..	1	63	..	67	60	1	64	..	1	20	59	2	2	64	45	1	38	5	60	..	..	61	..	61		
382.	17	..	15	..	17	..	..	..	17	..	16	..	36	..	16	..	3	14	3	14	17	..	17	..	17	..	..	17	..	16		
384.	31	..	31	..	31	..	1	30	..	31	31	..	27	4	28	..	28	..	..	28	28	..	28	..	27	..	2	27	..	27		
386.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
388.	25	..	..	25	..	23	..	23	..	23	23	..	23	..	..	23	2	18	18	2	23	..	23	..	23	..	23	..	..	23		
390.	17	..	13	..	18	..	15	..	13	..	17	..	126	..	120	..	..	6	..	..	25	..	17	..	26	..	1	17	..	8		
391.	80	..	84	..	76	..	..	40	3	37	40	..	80	..	80	..	1	39	..	..	..	40	..	40	..	40	36	4	..	36		
395.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	..	9		
396.	16	..	16	..	..	15	13	3	11	5	16	..	..	..	..	16	13	3	2	14	16	..	16	..	..	16	16	..	15	1		
398.	18	..	18	..	18	..	3	15	1	17	17	1	17	..	14	4	15	3	..	18	1	17	1	13	10	4	..	14	..	14		
404.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	..	8	..	8		
406.	22	..	22	..	22	..	..	22	..	22	22	..	..	22	..	22	22	..	..	22	..	22	..	22	..	22	..	22	..	22		
407.	16	..	16	..	16	..	16	..	16	..	15	..	115	..	15	..	15	..	1	114	14	1	..	12	1	11	8	4	..	12		
408.	49	1	50	..	50	..	51	..	51	..	51	..	51	..	51	..	51	..	..	51	48	3	..	51	51	..	1	50	..	51		
410.	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	..	..	..	..	..	..	44	..	44	..	44	..	..	44		
413.	19	..	17	1	17	..	..	10	..	10	6	4	17	..	16	1	12	5	5	12	17	..	18	..	16	2	18	..	..	18		
416.	22	..	110	..	115	..	..	133	..	134	113	..	..	..	54	2	52	2	..	54	53	..	54	..	54	..	55	2	1	54		
417.	8	1	7	2	6	3	1	8	1	8	8	1	8	1	5	4	9	..	..	9	5	4	4	5	6	3	..	9	..	9		
419.	73	..	..	76	..	79	1	79	..	78	69	..	..	71	65	..	69	..	..	..	61	..	..	68	71	..	71	..	..	69		
422.	1	101	102	..	102	..	..	102	1	102	102	..	102	..	102	..	..	102	..	..	..	102	102	..	102	..	102	..	..	102		
423.	40	..	40	..	48	..	40	..	48	..	48	..	48	..	48	..	46	2	2	46	48	..	40	..	35	..	35	..	..	35		
424.	10	..	11	..	10	..	11	..	12	..	13	..	1	12	3	..	1	1	12	1	9	..	5	..	11	..	5	1	..	13		
425.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	4	42	46	..	46	..	46	..	46	..	..	46		
426.	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	35	3	35	3	38	..	38	..	38	..	38	..	1	37		
427.	22	..	22	..	27	..	26	..	24	..	26	..	23	..	21	..	26	..	..	24	24	..	24	..	25	..	..	28	..	28		
428.	10	..	10	..	8	..	10	..	10	..	9	..	10	..	7	1	..	10	1	9	10	..	2	6	10	..	2	8	3	7		
429.	20	..	..	20	..	20	20	..	20	..	20	..	..	..	..	20	1	19	..	20	..	20	20	..	20	..	19	1	19	1		

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
372.	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	..	12	..	12
374.	91	..	78	..	74	..	74	..	68	..	40	..	40	..	10	1	70	..	60	..	90	..	91	..	90	..	76	..	71	..
375.	208	..	143	..	109	..	..	197	168	2	143	..	147	..	123	..	142	..	..	153	..	..	193	..	190	2	190	..	..	197
377.	44	..	34	..	34	..	..	74	64	..	44	..	43	..	44	..	44	..	44	..	74	..	74	..	74	..	74	..	74	..
378.	..	37	..	38	..	38	..	38	..	38	..	38	..	38	38	..	1	37	38	..	37	1	37	1	38	..	38	..	38	..
380.	22	2	21	..	20	..	20	..	20	..	20	..	20	..	22	..	1	15	9	..	20	2	18	1	17	..	18	1	18	2
381.	50	..	1	60	50	6	55	..	50	..	6	27	26	..	62	..	49	..	39	..	33	16	..	57	60	..	3	47	..	45
382.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	39	..	36	..	26	..	26	..	27	..
384.	27	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
386.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
388.	..	23	23	..	23	..	..	23	..	23	23	..	..	23	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..
390.	19	..	21	..	16	..	28	..	24	..	22	..	27	..	26	..	18	..	16	..	122	..	26	..	23	..	28	..	27	..
391.	4	36	1	35	35	..	34	..	30	..	3	36	..	35	36	..	..	..	..	..	157	..	..	..	..	..	..	..	..	..
395.	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
396.	16	..	7	9	16	..	..	16	..	16	4	12	12	4	13	..	13	..	13	..	13	..	13	..	12	..	12	..	10	..
398.	12	2	14	..	14	..	..	14	14	..	14	..	1	13	14	..	14	..	14	..	12	..	12	2	14	..	12	2	12	2
404.	8	..	7	1	8	..	..	8	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	8	..
406.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
407.	11	1	11	1	12	..	1	11	9	3	13	..	14	..	14	..	12	..	12	..	112	..	12	..	12	..	12	..	12	..
408.	50	1	..	51	51	..	52	..	52	..	52	..	50	2	52	..	52	..	52	..	51	1	50	2	52	..	52	..	52	..
410.	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
413.	18	..	..	19	12	8	5	13	11	7	17	1	11	9	17	..	15	2	15	2	11	8	16	1	17	..	17	..	17	1
416.	1	44	2	41	3	42	45	..	45	..	1	44	..	45	1	41	1	39	1	40	39	2	2	39	40	..	2	38	2	38
417.	3	6	..	9	..	9	..	9	7	2	9	..	1	8	..	9	..	9	..	9	9	..	..	9	8	1	..	9	..	9
419.	72	..	68	..	73	..	75	..	71	..	63	..	..	73	69	3	73	..	1	49	..	..	..	49	56	..	53	..	53	..
422.	..	..	..	102	102	..	..	102	102	..	102	..	102	..	102	..	102	..	102	..	102	..	102	..	102	..	102	..	102	..
423.	35	..	36	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	30	..	30	..	30	..	30	..
424.	13	1	6	..	6	..	3	2	5	..	4	..	2	1	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
425.	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
426.	37	1	36	..	35	..	35	1	36	..	36	..	36	..	36	..	33	..	33	..	38	..	33	..	33	..	32	..	30	..
427.	22	..	25	..	23	..	20	..	19	..	3	13	12	1	..	16	15	..	17	..	17	..	16	..	17	..	17	..	16	..
428.	3	7	10	..	10	..	10	..	10	..	10	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
429.	..	20	..	20	..	20	..	20	20	..	20	..	..	20	17	..	16	..	16	..	26	..	16	..	16	..	16	..	16	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
372.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..
374.	131	..	60	2	70	..	50	..	71	..	70	1	7	7	130	..	..	130	70	14	160	9	1	..
375.	187	..	..	163	185	..	..	195	142	..	154	..	..	..	190	..	153	..	197	..	170	..	..	189
377.	74	..	74	..	74	..	74	..	94	..	74	..	74	..	74	..	76	..	74	..	94	..	..	94
378.	..	37	..	37	..	37	2	35	37	..	37	..	1	37	2	35	37	..	..	38	..	..	..	38
380.	16	..	..	17	18	..	16	..	15	..	16	1	..	17	17	..	12	1	16	4	20	..	20	..
381.	54	..	55	..	52	..	39	..	36	..	53	..	49	6	48	3	7	49	52	..	..	..	..	60
382.	1	15	17	..	17	..	16	..	16	..	16	..	16	..	16	..	..	16	2	14	36	..	36	..
384.	14	..	14	..	14	..	14	..	..	14	14	..	1	13	14	..	..	14	14	..	114	..	94	..
386.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
388.	23	..	..	..	23	..	23	..	23	..	23	..	23	..	..	23	..	23	..	23	23	..	23	..
390.	15	..	..	9	15	..	15	8	3	10	4	7	..	..	..	..	..	..	10	..	115	..	..	..
391.	..	..	..	..	..	..	..	..	..	36	..	..	..	..	3	36	..	37	30	..	130	..	..	..
395.	12	..	10	2	12	.	12	..	12	..	12	..	12	..	12	..	12	..	..	13	13	..	13	..
396.	10	..	..	10	10	..	10	..	10	..	10	..	10	..	5	5	10	..	1	9	10	..	..	10
398.	14	..	..	14	14	..	14	..	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..
404.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
406.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
407.	12	..	11	1	12	..	12	..	12	..	12	..	11	1	11	1	11	1	5	7	10	..	11	1
408.	52	..	52	..	52	..	52	..	52	..	51	..	..	..	47	..	45	..	..	45	45	..	44	..
410.	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..
413.	18	..	2	16	3	15	19	..	18	1	18	1	19	..	19	..	19	..	15	4	14	5	19	..
416.	..	40	40	..	42	..	42	..	42	..	42	..	..	42	42	..	..	42	42	..	42	..	..	..
417.	6	3	9	..	9	..	9	..	8	1	3	6	1	8	..	9	..	9	..	9	9	..	..	..
419.	39	..	33	4	33	1	15	..	..	42	42	..	..	45	55	..	47	..	31	..	..	..	..	34
422.	102	..	102	..	102	..	102	..	102	..	102	..	..	102	102	..	..	102	..	102	..	..	..	102
423.	30	..	30	..	30	..	30	..	30	..	30	..	..	30	11	5	..	35	..	38	2	1	..	35
424.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	..	..
425.	46	..	..	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
426.	30	..	7	20	27	..	27	..	27	..	27	..	27	..	24	1	25	..	23	2	25	..	..	25
427.	17	..	12	3	17	..	14	..	..	16	15	..	..	14	16	..	15	..	5	4	12	1	..	16
428.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
429.	16	..	..	16	16	..	16	..	16	..	16	..	..	16	16	..	..	16	1	15	16	1	16	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
430.	29	..	31	..	28	..	32	..	31	..	25	2	..	35	35	..	..	34	..	31	..	37	..	37	37	..	..	..	33	..
431.	14	6	13	7	11	9	20	..	20	..	20	..	..	20	..	20	2	18	..	20	20	..	20	..	15	..	10	5	15	..
432.	2	11	17	..	10	1	19	..	15	..	..	18	..	18	6	10	..	16	..	18	..	..	1	13	14	1	1	19	16	..
437.	..	15	27	1	27	..	36	..	35	1	..	39	26	6	27	4	28	6	22	11	5	26	..	36	1	31	2	27	22	2
438.	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	..	51	..	51	..	18	12	47	..
440.	62	..	66	1	66	..	62	..	62	..	62	..	66	1	62	..	62	..	162	..	..	262	162	..	162	..	..	162	62	..
441.	43	..	58	..	58	..	58	..	58	..	58	..	43	..	63	..	63	..	63	..	..	63	63	..	63	..	..	63	29	..
443.	20	..	20	..	20	..	20	..	20	..	14	6	15	4	20	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..
444.	..	20	..	20	...	20	12	3	10	..	7	9	11	1	13	..	14	..	13	..	11	2	2	7	7	..	2	7	22	..
451.	..	64	..	64	..	64	..	64	..	64	7	57	..	68	..	68	..	68	..	68	..	68	..	68	68	..	68	..	7	61
455.	10	..	8	2	1	9	9	2	11	..	11	..	7	2	11	..	10	..	10	..	4	2	6	..	9	1	..	..	4	..
457.	..	..	36	..	56	..	49	..	53	..	2	146	..	148	..	157	..	148	140	1	12	143	97	3	54	21	55	18	105	..
458.	16	..	16	..	16	..	16	..	16	..	16	..	9	2	16	..	16	..	16	..	16	..	16	..	16	..	1	11	16	..
461.	27	2	34	..	34	..	34	..	34	..	23	1	32	..	34	..	34	..	34	..	33	1	..	34	34	..	..	..	34	..
463.	14	..	10	..	13	..	19	..	20	..	16	..	16	..	18	..	17	..	18	..	..	16	17	..	..	16	..	..	17	..
464.	150	3	158	..	160	..	162	..	159	1	160	..	160	..	..	160	..	160	..	50	..	150	..	148	150	..	..	150	152	..
470.	2	22	20	5	2	22	21	3	17	..	22	..	1	19	17	3	18	1	18	1	20	3	19	..	23	..	..	..	24	..
471.	..	136	..	141	..	141	..	141	..	141	..	142	..	142	..	142	..	142	..	142	143	..	..	143	143	..	143	..	144	..
472.	12	..	12	..	12	..	12	..	..	12	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..
473.	40	..	40	..	40	..	42	..	42	..	42	..	..	55	55	..	55	..	55	..	3	16	..	60	20	4	..	61	..	61
474.	..	26	1	25	..	26	26	..	26	..	26	..	..	26	26	..	26	..	20	3	..	24	..	24	..	23	5	14	20	1
476.	16	20	70	3	..	52	64	..	57	..	65	..	..	95	..	81	..	52	1	59	2	55	..	100	24	2	..	..	13	19
478.	185	..	185	..	188	..	189	..	193	..	200	..	1	205	..	206	..	208	..	208	209	..	..	211	215	..	..	..	224	..
479.	11	1	12	..	6	3	10	1	8	..	13	..	6	2	4	4	13	..	13	..	13	..	11	..	9	..	9	2	13	..
481.	14	..	13	1	15	..	14	1	13	2	14	1	..	15	..	15	..	15	..	15	15	..	2	13	..	14	3	11	14	..
482.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	40	7	41	..	40	..	..	40	40	..
483.	74	..	74	..	74	..	80	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	84	..	1	79	84	1	87	..
484.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	8	14	23	..
486.	1	65	1	64	..	66	72	4	72	6	78	..	78	..	78	..	75	3	74	2	..	78	..	77	52	20	..	78	78	..
487.	13	..	12	1	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	13	..	..	..	13	..
490.	103	..	103	..	103	..	103	..	96	..	96	..	..	96	96	..	96	..	96	..	..	96	..	96	90	..	..	..	68	..
491.	..	11	11	..	4	7	11	..	11	..	11	..	..	11	..	11	..	11	..	11	..	12	9	3	..	..	..	11	11	..
492.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	24	11	34	..	34	..	..	34	34	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
430.	29	..	3	26	..	32	..	33	..	31	32	..	..	36	5	23	..	17	16	..	17	..	17	1	..	12	..	15	..	18
431.	15	..	15	..	14	1	..	15	..	15	15	..	..	..	..	15	2	12	..	..	..	14	1	13	..	14	14	..	..	14
432.	8	..	9	..	8	..	5	1	8	..	11	..	8	..	8	..	10	..	..	..	8	1	9	..	8	..	8	..	..	11
437.	26	..	3	15	3	18	..	21	..	22	2	21	..	..	5	16	21	3	20	1	7	16	..	24	..	24	1	21	..	24
438.	47	..	47	..	47	..	47	..	47	..	47	..	47	..	47	..	..	39	..	..	39	..	..	39	3	36	39	..	..	39
440.	58	1	58	..	58	..	48	..	48	..	48	..	148	..	146	..	..	46	46	..	44	..	44	..	44	..	45	..	..	45
441.	26	..	26	..	26	..	26	..	26	..	26	..	..	..	..	26	26	..	..	26	25	1	26	..	26	..	26	..	..	26
443.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..	20	..	20	..	20	..	..	21
444.	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	21	..	..	21	21	..	..	21	21	..	21	..	21	..
451.	68	..	67	10	68	..	68	..	19	68	19	68	19	68	19	68	20	48	..	..	..	68	68	..	68	..	..	68	..	68
455.	9	..	10	..	10	..	4	3	8	..	10	..	10	..	9	1	6	..	..	5	6	..	..	8	9	..	8	..	..	10
457.	119	..	139	..	137	..	147	..	145	..	156	..	..	..	125	..	131	..	..	131	128	..	135	..	137	..	141	..	143	..
458.	16	..	14	1	14	1	3	10	..	13	14	..	13	2	15	..	15	..	..	15	15	..	15	..	15	..	..	15	..	14
461.	33	..	33	1	34	..	..	34	28	6	34	..	..	..	34	..	34	..	..	34	34	..	33	1	34	..	34	..	1	33
463.	15	..	15	..	16	..	18	..	14	..	17	..	18	..	16	..	14	..	..	..	15	..	16	..	16	..	13	..	..	22
464.	152	..	..	152	..	152	140	5	140	..	150	..	190	..	190	..	190	..	..	190	190	1	185	5	185	..	198	3	2	189
470.	23	..	19	..	19	..	20	..	20	..	20	..	20	..	18	..	19	..	..	19	5	15	17	2	18	..	18	1	16	..
471.	..	141	..	141	..	141	..	141	..	141	..	136	..	135	135	..	..	135	135	..	..	135	..	135	135	..	..	135	..	132
472.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	..	12	..	12
473.	61	..	62	..	62	..	1	36	4	8	64	..	..	..	68	..	68	..	..	68	68	..	..	68	..	68	68	..	..	68
474.	16	..	20	..	24	..	1	19	..	19	22	..	..	24	..	24	..	24	..	24	..	24	24	..	24	..	2	13	..	17
476.	64	..	30	41	10	27	62	..	60	..	31	..	20	31	23	..	32	1	..	32	37	..	36	..	43	..	41	..	5	44
478.	221	..	..	222	..	222	222	..	222	..	222	..	..	223	224	..	224	..	..	225	226	..	224	..	222	..	222	..	..	222
479.	12	..	8	3	11	2	10	2	13	..	10	..	8	2	5	6	7	5	..	..	10	1	12	..	6	4	2	11	2	9
481.	14	..	..	14	..	14	..	14	..	14	11	3	..	..	..	14	14	..	..	14	14	..	..	14	14	..	10	3	..	13
482.	40	..	35	5	35	5	40	..	40	..	40	..	40	..	40	..	40	..	..	40	35	3	38	..	38	..	38	..	25	12
483.	87	..	87	..	87	..	87	..	87	..	87	..	87	..	87	..	..	87	87	..	87	..	86	1	86	1	86	1	86	1
484.	22	1	23	..	23	..	23	..	23	..	23	..	23	..	22	..	16	1	1	17	22	..	22	..	22	..	22	..	..	22
486.	78	..	13	35	41	34	76	2	52	26	70	1	77	1	40	28	63	14	..	63	67	10	78	..	72	6	76	2	38	34
487.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	13	..	13	..	13	..	13	..	13	..
490.	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	..	68	68	..	68	..	68	..	36	..	36	..
491.	11	..	11	..	11	..	10	1	11	..	11	..	9	2	1	10	8	3	..	11	11	..	5	6	11	..	..	11	..	11
492.	34	..	34	..	34	..	34	..	34	..	34	..	19	1	20	..	20	..	..	20	1	19	20	..	20	..	20	..	..	20

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
430.	2	6	1	13	8	2	12	..	12	..	13	..	14	..	6	6	11	..	4	4	11	3	..	14	14	..	..	10	..	13
431.	14	..	..	14	..	14	12	2	9	5	13	..	13	..	14	..	14	..	14	..	13	..	13	..	13	..	13	..	13	..
432.	12	..	..	9	..	12	..	11	..	10	10	..	..	9	..	..	8	1	9	..	..	..	..	12	12	..	..	13	..	13
437.	3	20	12	9	9	12	7	14	5	18	4	16	2	21	..	..	4	10	9	8	8	10	7	9	13	4	9	10	10	8
438.	39	..	..	39	34	..	34	..	..	34	15	3	34	..	5	13	21	..	21	..	12	7	12	7	21	..	12	7	12	7
440.	..	45	45	..	45	..	45	..	45	..	45	..	45	..	34	..	34	..	84	..	130	..	80	..	87	..	67	..	72	..
441.	26	..	26	..	26	..	26	..	26	..	26	..	24	..	24	..	22	..	22	..	19	3	22	..	22	..	22	..	22	..
443.	20	..	..	21	20	..	20	..	20	..	20	..	20	..	20	..	17	..	17	..	..	17	..	17	16	..	..	17	..	17
444.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	..	21	21	..	..	21	..	21
451.	68	..	..	68	67	1	68	..	..	68	66	2	..	68	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..
455.	..	4	10	..	10	..	10	..	11	..	2	4	..	6	..	8	6	..	..	6	9	..	10	..	10	..	10	..	11	..
457.	138	..	3	123	136	..	140	..	139	..	132	..	136	..	129	..	137	..	135	..	138	..	150	..	141	..	143	..	142	..
458.	..	15	15	..	15	..	..	15	15	..	14	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
461.	33	1	33	1	33	1	34	..	33	1	34	..	34	..	..	..	34	..	34	..	34	..	34	1	33	1	34	..	34	..
463.	12	..	..	17	14	..	10	..	16	..	13	..	10	..	14	..	13	..	12	..	12	..	13	..	13	..	11	..	12	..
464.	201	..	195	5	198	..	198	2	200	..	200	..	4	160	170	..	170	..	170	..	10	180	..	180	180	..	..	180	..	180
470.	15	..	22	..	22	..	19	1	19	..	19	..	20	..	19	1	18	..	18	..	5	9	5	12	18	..	5	12	5	12
471.	..	132	..	132	..	117	..	116	..	115	116	..	..	114	..	114	114	..	..	114	..	113	..	113	..	113	..	113	..	113
472.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
473.	68	..	68	..	68	..	68	..	68	..	68	..	68	..	37	..	37	..	40	..	61	1	51	1	51	1	51	1	51	1
474.	13	..	..	13	13	..	13	..	13	..	..	13	..	13	..	15	15	1	15	1	15	..	15	..	15	..	15	..	15	..
476.	34	..	48	..	52	..	45	..	37	..	61	..	59	..	46	..	29	..	33	..	47	10	27	..	115	..	115	..	115	..
478.	..	221	..	220	..	220	221	..	220	..	225	..	..	225	228	..	..	228	228	..	228	..	228	..	230	..	235	..	230	..
479.	8	2	6	3	8	..	8	4	9	1	13	..	4	7	6	3	6	3	10	..	13	..	13	..	6	4	13	..	14	..
481.	..	13	5	8	2	10	13	..	13	..	10	..	..	10	10	..	2	8	1	8	9	..	9	..	9	..	9	..	9	..
482.	37	..	37	..	37	..	37	..	37	..	37	..	37	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
483.	87	1	88	..	88	..	87	1	87	1	88	..	88	..	88	..	88	..	88	..	..	88	..	88	88	..	..	88	..	88
484.	21	..	20	..	20	..	20	..	20	..	20	..	20	..	12	1	15	..	18	..	14	1	15	..	16	..	16	..	18	..
486.	24	48	..	78	60	15	21	49	74	3	73	4	68	9	39	28	19	57	49	27	..	78	..	78	78	..	..	78	..	78
487.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
490.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	96	..	36	..	34	..	34	..	34	..
491.	..	11	9	1	10	1	10	..	10	..	..	11	11	..	10	..	3	7	10	..	10	..	10	..	10	..	10	..	10	..
492.	20	..	1	19	20	..	21	..	20	..	20	..	..	20	19	1	..	20	20	..	18	2	19	1	20	..	19	1	19	1

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
430.	12	..	1	10	11	1	11	..	..	10	..	11	..	12	6	7	4	8	4	8	..	..	..	14
431.	13	..	..	12	11	1	12	..	12	..	12	..	..	..	..	12	12	..	4	8	4	8	12	..
432.	13	..	4	8	9	..	3	7	..	13	11	1	..	..	2	8	11	..	1	9	..	..	..	..
437.	10	6	..	17	15	..	12	8	1	18	12	8	19	1	20	..	20	..	18	..	18	..	..	..
438.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	7	9	..	17	..	15	..	15
440.	57	..	..	57	67	..	..	27	27	..	27	..	24	1	24	1	24	..	4	14	4	7	4	7
441.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	20	2	22	..	22	..	22	..	..	22
443.	17	..	17	..	17	..	17	..	17	..	17	..	..	17	..	17	..	..	..	17	..	..	..	..
444.	21	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	..	..	..	21
451.	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..	68	..
455.	11	..	4	5	..	7	2	5	11	..	3	3	..	10	11	..	10	..	..	3	..	..	..	10
457.	146	..	140	..	139	..	137	..	131	..	133	..	110	..	125	..	128	..	129	..	137	..	135	..
458.	15	..	15	..	15	..	15	..	15	..	15	..	14	..	14	..	14	..	14	..	14	..	14	..
461.	34	..	34	..	34	..	34	..	30	4	34	..	..	34	23	2	34	..	34	..	17	4	..	..
463.	12	..	12	..	13	..	10	..	12	..	13	..	12	..	13	..	10	3	14	..	8	2	..	10
464.	190	..	190	..	190	..	190	..	190	..	190	..	..	190	190	..	190	..	..	190	..	..	190	..
470.	18	..	..	14	18	..	17	..	17	..	17	..	17	..	17	..	..	9	11	3	5	1	..	15
471.	..	113	113	..	113	..	..	113	..	115	..	115	..	115	3	112	115	..	..	115	..	115	115	..
472.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..
473.	52	..	53	..	54	..	54	..	54	..	54	..	54	1	38	9	..	60	..	60	8	52	60	..
474.	..	15	15	..	15	..	15	..	15	..	15	..	..	15	5	24	..	15	15	..	6	6	15	..
476.	115	..	115	..	115	..	115	..	115	..	115	..	53	..	69	2	48	1	70	1	145	..	53	..
478.	235	..	..	234	234	..	..	229	223	..	223	..	..	215	197	16	203	8	197	1	193	2	194	1
479.	11	3	7	2	7	3	9	1	13	..	13	..	9	3	10	1	8	3	2	9	8	3	12	..
481.	8	1	..	9	..	9	9	..	9	..	9	..	7	2	4	5	2	7	..	9	..	..	8	..
482.	22	..	22	..	22	..	22	..	22	..	22	..	..	22	..	..	15	7	..	22	21	1	..	22
483.	88	..	..	88	88	..	88	..	88	..	88	..	88	..	88	..	88	..	69	3	70	2	72	..
484.	17	..	..	18	18	..	18	..	14	5	18	..	6	2	9	5	..	10	8	5	13	1	15	..
486.	..	78	61	16	73	4	70	4	78	..	70	4	..	..	..	..	..	..	30	40	60	8	76	2
487.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
490.	34	..	..	34	34	..	34	..	34	..	34	..	..	34	34	..	..	34	34	..	34	..	..	34
491.	..	10	..	10	10	..	10	..	10	..	10	..	10	..	1	9	..	10	..	10	10	..	3	7
492.	20	..	3	17	20	..	19	1	20	..	20	..	1	19	18	2	20	..	4	16	17	3	20	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
493.	67	59	126	..	126	..	126	..	126	..	126	..	126	..	126	..	126	..	126	..	..	..	126	..	126	..	..	..	126	..
495.	10	1	10	..	10	..	7	3	11	..	7	3	9	1	10	..	10	..	11	..	11	..	8	1	11	..	3	5	9	..
496.	27	3	28	1	21	4	27	..	23	4	27	..	2	21	21	4	21	4	21	4	27	..	19	1	..	21	21	3	22	..
497.	150	1	125	..	148	..	137	..	150	..	161	..	127	..	148	..	153	..	162	..	150	..	125	..	152	..	120	..	159	..
498.	9	2	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
500.	10	2	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	..	11	11	..
502.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	..	12	12	..
507.	..	18	20	..	..	20	20	..	20	..	20	..	..	20	..	21	..	21	21	..	..	..	..	24	24	..	21	..	24	..
509.	..	..	..	98	..	..	..	..	99	..	98	..	..	99	..	98	..	98	..	98	..	..	..	97	99	..	..	98	97	..
511.	3	14	17	..	1	16	17	..	14	3	9	8	4	13	16	1	12	5	14	4	1	17	..	18	12	6	4	14	18	..
512.	17	2	18	..	18	..	18	..	13	5	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
514.	142	..	147	..	139	..	147	..	142	..	147	..	145	..	145	..	143	..	144	..	..	141	12	118	131	..	1	134	11	126
515.	11	1	12	1	12	1	19	..	19	..	20	..	16	..	18	..	19	..	19	..	..	17	13	2	20	..	1	15	19	..
516.	..	12	..	12	..	12	..	12	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12
517.	5	3	6	1	9	1	9	..	11	..	4	3	2	4	9	1	8	..	9	..	1	8	1	5	11	..	1	9	4	4
518.	10	2	11	1	12	..	12	..	12	..	12	..	12	..	11	1	12	..	8	4	2	10	12	..	12	..	..	11	11	..
519.	22	..	22	..	22	..	22	..	20	2	22	..	21	1	22	..	22	..	22	..	1	21	6	16	22	..	..	23	23	..
520.	14	1	14	..	12	..	15	..	14	..	16	..	13	..	13	..	14	1	13	..	14	..	..	16	16	..	13	..	14	..
521.	40	..	40	..	40	..	27	..	30	..	30	..	40	..	30	..	34	..	39	..	38	..	30	1	40	3	31	2	32	..
522.	79	..	50	24	73	..	79	..	79	..	71	7	..	79	..	79	..	79	..	79	..	..	80	..	80	..	..	..	79	..
523.	3	11	13	..	2	11	12	..	11	..	13	..	12	..	12	..	13	..	14	..	..	14	..	14	14	..	..	14	14	..
530.	9	..	12	..	12	..	12	..	12	..	11	..	11	..	12	..	12	..	12	..	..	12	12	..	12	..	..	12	11	..
532.	12	..	12	..	10	..	12	..	12	..	12	..	8	1	11	1	11	1	5	1	..	..	..	11	9	..	..	9	8	..
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540.	22	..	20	9	23	..	26	..	28	1	29	..	30	..	32	..	30	..	21	2	2	21	1	31	25	..	3	24	23	..
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542.	..	17	..	17	..	17	14	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	16	..	16	..	16	..
543.	..	13	..	13	..	13	..	13	13	..	..	13	..	13	13	..	13	..	13	..	13	..	..	13	13	..	4	9	13	..
546.	17	..	17	..	17	..	17	..	17	..	15	2	17	..	16	1	17	..	17	..	..	..	17	..	17	..	..	..	17	..
550.	13	39	81	1	65	1	77	8	..	85	1	94	..	102	..	99	..	94	2	94	95	1	..	97	..	92	83	1	71	..
551.	32	..	7	39	42	1	48	..	51	..	..	42	48	..	48	..	48	..	49	1	..	45	38	7	37	1	1	39	39	2

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
493.	126	..	126	..	126	..	126	..	126	..	126	..	..	..	126	..	126	..	..	..	..	126	126	..	126	..	126	..	1	125
495.	11	..	12	..	9	..	12	..	12	..	12	..	8	1	1	8	9	1	..	12	12	..	12	..	12	..	12	..	9	1
496.	21	..	21	..	20	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	21	..	21	..	..	21	..	21
497.	150	..	153	..	156	..	120	..	123	..	121	..	150	1	100	..	..	..	..	..	135	..	143	..	137	..	138	..	..	135
498.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..	..
500.	11	..	10	1	..	11	2	9	9	2	8	3	..	..	1	9	7	4	..	..	9	2	1	10	2	9	..	11	..	11
502.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	12
507.	24	..	24	..	24	..	5	13	2	15	20	..	20	..	20	..	20	..	..	20	14	4	20	..	20	..	..	22	..	21
509.	96	..	..	95	..	95	96	..	96	..	95	..	..	25	93	..	93	..	..	93	94	..	94	..	93	..	96	..	..	96
511.	18	..	16	2	15	3	15	2	18	..	10	8	..	..	..	18	10	8	1	17	18	..	7	11	3	15	7	11	..	18
512.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
514.	126	..	123	..	125	..	125	..	126	..	128	..	126	..	124	..	126	..	11	121	125	..	123	..	120	12	118	..	118	..
515.	23	..	21	..	22	..	18	..	14	..	13	..	13	..	20	..	15	..	4	15	19	..	18	..	13	..	15	..	8	6
516.	..	12	..	12	..	12	..	12	..	12	..	12	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12
517.	11	..	8	1	10	..	8	1	7	..	5	..	7	..	4	1	10	..	..	10	6	1	9	..	..	10	..	10	1	8
518.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	8	2	10	..	..	10	10	..	10	..	10	..	..	10	7	3
519.	22	..	23	..	23	..	23	..	23	..	23	..	13	10	22	1	23	..	..	23	23	..	23	..	22	1	23	..	5	18
520.	12	..	12	..	12	..	14	..	12	..	12	..	1	10	6	..	13	1	..	..	7	..	8	2	7	1	12	..	..	23
521.	30	..	25	..	24	..	28	1	27	..	23	..	9	22	16	4	12	18	..	..	40	..	30	..	27	1	17	10	25	8
522.	79	..	79	..	78	..	78	..	78	..	78	..	78	..	76	2	76	..	..	76	55	20	..	74	10	55	1	64	..	65
523.	14	..	..	14	..	13	14	..	14	..	14	..	14	..	13	..	12	..	..	12	12	..	..	13	12	..	1	13	..	14
530.	12	..	9	..	11	..	11	..	11	..	11	..	11	..	11	..	6	4	2	8	7	1	..	10	..	10	11	2	..	10
532.	13	..	10	..	10	..	12	..	12	..	12	..	12	..	12	..	7	2	..	9	..	10	9	1	11	1	11	..	11	1
534.	28	..	28	..	28	..	28	..	26	..	20	1	19	1	28	..	27	..	..	27	30	..	29	..	4	14	3	23	10	14
535.	15	..	15	..	15	..	14	1	14	..	14	..	15	..	15	..	7	4	6	5	15	..	15	..	15	..	..	14	..	14
537.	15	..	15	..	15	..	18	..	16	2	18	..	18	..	18	..	16	2	2	16	18	..	18	..	18	..	3	15	3	15
540.	27	..	29	..	27	..	34	..	31	..	31	..	35	..	29	..	24	..	..	34	26	..	21	..	29	..	19	..	6	13
541.	12	..	11	..	12	..	..	13	..	10	5	1	11	1	..	10	10	..	2	10	9	1	..	12	..	12	..	9	..	9
542.	16	..	16	..	..	16	..	16	..	16	16	..	..	..	..	16	..	16	..	..	..	16	..	16	..	16	..	16	..	16
543.	13	..	13	..	13	..	..	13	..	13	13	..	13	..	13	..	13	..	..	13	13	..	13	..	13	..	13	..	..	13
546.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	2	15	17	..	17	..	1	16	2	15
550	74	..	2	76	2	70	..	81	..	81	..	75	..	73	..	76	72	1	70	5	..	69	..	69	..	67	..	61	..	58
551	15		11		16	..	13	4	36	4	47	..	43	7	43	..	47	..	..	..	42	2	44	..	46	..	6	38	42	4

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
493.	126	..	..	126	126	..	124	2	126	..	126	..	..	126	126	..	126	..	126	..	126	..	126	..	126	..	126	..	126	..
495.	12	..	12	..	12	..	12	..	12	..	12	..	5	2	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
496.	..	21	21	..	21	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
497.	152	..	153	..	161	..	159	..	156	..	124	6	152	..	150	..	127	..	158	..	95	9	120	..	129	..	138	..	110	..
498.	..	..	..	11	..	..	..	11	..	..	11	..	..	..	..	..	..	..	..	..	11	..	..	..	..	..	..	..	..	..
500.	10	..	..	11	9	2	6	4	6	4	10	1	1	10	..	..	..	..	11	..	10	..	3	8	4	7	4	7	3	8
502.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
507.	21	..	14	..	14	..	14	..	14	..	17	..	15	2	14	..	14	..	14	..	15	..	15	..	14	..	14	..	14	..
509.	95	..	93	..	93	..	90	..	90	..	91	..	..	91	90	..	89	..	87	..	84	..	84	..	83	..	84	..	84	..
511.	18	..	1	17	..	18	1	17	10	8	1	16	..	18	..	18	15	3	8	10	10	8	3	15	18	..	1	17	..	..
512.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
514.	12	120	121	..	121	..	11	121	120	..	119	..	118	..	125	..	123	..	123	..	126	..	125	..	123	..	125	..	124	..
515.	11	..	14	..	18	..	20	2	18	..	19	..	7	12	29	..	22	..	22	..	37	..	22	..	20	..	24	..	24	..
516.	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	12	..	..	12	..	12	..	12	..	12
517.	8	1	10	1	10	..	1	8	6	..	6	2	..	7	8	..	6	..	7	..	8	4	3	4	7	..	3	5	3	6
518.	9	1	10	..	10	..	8	2	5	5	10	..	9	1	10	..	10	..	7	3	10	..	10	..	8	2	10	..	8	2
519.	23	..	..	23	20	3	6	17	23	..	23	..	2	21	23	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
520.	..	22	..	16	17	5	19	4	19	..	5	16	24	..	..	..	8	3	23	..	18	4	18	1	22	..	19	2	18	2
521.	20	1	21	3	4	8	30	..	20	..	18	..	15	2	27	..	18	..	8	..	43	..	..	..	..	..	..	..	..	..
522.	15	50	6	51	36	..	..	37	..	39	39	..	33	1	43	..	36	..	35	..	76	..	39	..	38	..	38	..	38	..
523.	13	..	14	..	14	..	14	..	4	6	12	..	..	13	13	..	13	..	13	..	12	1	12	1	13	..	13	..	13	..
530.	7	3	..	11	7	2	..	9	10	..	10	..	2	8	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
532.	1	9	..	7	9	1	10	..	9	..	9	..	10	..	10	..	9	..	12	..	12	1	9	..	9	..	9	..	9	..
534.	3	10	16	2	12	..	27	2	27	2	14	2	22	..	..	..	18	1	14	6	19	..	..	..	..	..	..	..	..	..
535.	9	5	3	..	14	..	2	12	12	..	11	1	14	..	15	..	6	6	14	..	12	..	11	..	12	..	14	..	14	..
537.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	16	2	18	..	18	..	18	..	18	..	18	..	18	..	18	..
540.	20	..	18	8	12	..	2	28	18	5	28	..	9	17	19	1	2	13	14	2	26	..	27	..	29	..	26	..	27	..
541.	..	9	..	6	7	2	8	1	4	1	9	..	..	9	7	1	6	1	6	1	9	..	9	..	8	..	9	..	9	..
542.	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16
543.	13	..	13	..	13	..	13	..	13	..	13	..	..	13	10	2	9	..	8	..	8	1	8	1	9	..	8	1	8	1
546.	17	..	..	17	17	..	17	..	17	..	17	..	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
550.	..	60	..	57	..	55	..	56	..	56	55	..	..	56	..	..	..	..	47	..	..	48	..	48	..	48	..	48	..	48
551.	26	18	12	31	38	6	28	14	30	2	40	..	39	..	..	..	38	..	37	..	36	2	35	2	33	..	33	..	34	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
493.	126	..	126	..	126	..	126	..	126	..	126	..	126	..	18	..	1	17	8	9	..	..	126	..
495.	12	..	11	..	10	2	10	1	9	3	12	..	..	12	..	12	..	12	10	1	10	1	1	9
496.	21	..	..	21	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	..	21	..	21
497.	..	144	82	10	105	3	137	..	145	..	121	12	198	..	159	12	153	..	136	1	..	..	..	..
498.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
500.	10	1	9	2	8	3	9	2	4	7	2	9	1	10	5	6	10	1	..	11	..	..	..	..
502.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
507.	14	..	15	..	15	..	15	..	..	15	15	..	..	14	14	..	4	13	15	2	9	2	..	14
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511.	18	..	..	18	18	..	18	..	16	..	7	11	18	..	5	13	14	4	1	17	16	2	8	10
512.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..
514.	125	..	..	116	122	..	121	..	125	..	124	..	124	..	12	118	120	12	16	115	119	4	119	4
515.	25	..	1	20	5	8	15	1	18	..	18	..	16	4	21	..	17	1	24	2	29	2	20	..
516.	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	12	..	..	12
517.	4	1	..	8	8	..	6	..	5	..	9	..	..	4	8	1	8	..	3	6	7	1	..	7
518.	10	..	10	..	10	..	9	1	6	4	3	7	10	..	7	3	10	..	10	..	10	..	2	8
519.	24	..	24	..	24	..	24	..	24	..	24	..	..	24	20	3	..	23	18	5	18	5	23	..
520.	15	4	18	2	20	..	19	..	16	..	21	..	17	3	3	17	2	11	8	8	..	..	..	..
521.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	30	..
522.	..	38	39	..	39	..	..	39	..	39	39	..	..	37	38	..	38	..	..	38	39	..	..	39
523.	13	..	..	13	13	..	..	13	12	..	12	..	12	..	12	..	12	..	12	..	12	..	7	..
530.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	6	1	9	..
532.	9	..	..	9	9	..	9	..	9	..	9	..	..	7	1	6	..	8	1	4	..	..	..	9
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535.	14	..	..	13	14	..	14	..	5	7	14	..	9	2	3	3	3	4	..	7	..	..	..	..
537.	18	..	18	..	18	..	16	2	15	3	18	..	18	..	..	18	..	18	2	16	11	1	18	..
540.	27	..	23	..	21	..	16	..	17	..	22	..	13	5	6	9	..	23	..	25	28	..	26	2
541.	9	..	8	1	9	..	7	2	8	2	3	2	1	8	6	2	4	2	8	..	7	1	9	..
542.	..	16	..	16	..	16	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
543.	..	9	11	..	11	..	11	..	11	..	7	1	..	10	8	..	9	1	8	..	10	..	10	..
546.	15	2	15	2	17	..	17	..	17	..	17	..	17	..	17	..	12	5	..	17	17	..	..	17
550.	47	1	..	48	48	..	..	48	..	48	..	48	..	..	47	3	..	..	..	..	..	..	..	..
551	31	..	34	..	31	..	30	..	32	..	28	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
553.	..	..	9	..	9	..	9	..	..	..	9	..	..	9	9	..	9	..	9	..	..	9	1	8	..	..	..	9	9	..
554.	9	17	15	..	4	11	15	4	24	..	21	..	24	..	26	..	26	..	24	..	27	..	..	19	..	..	..	..	14	..
558.	18	..	18	..	18	..	18	..	18	..	18	..	..	18	18	..	18	..	18	..	..	18	..	..	18	..	..	18	18	..
561.	23	3	14	4	14	..	23	..	26	..	26	..	16	4	18	..	7	1	25	..	1	14	11	8	18	2	2	23	25	..
563.	1	16	16	1	17	..	17	..	17	..	13	3	16	1	9	5	17	..	17	..	..	17	15	1	16	..	1	15	15	..
564.	..	..	..	62	..	62	62	..	..	62	60	2	..	62	..	62	..	62	..	62	62	..	..	62	62	..	..	..	..	62
567.	..	18	..	19	..	18	20	..	18	2	..	20	..	20	5	3	19	..	15	1	1	9	..	19	17	..	1	18	17	..
571.	8	..	8	..	9	..	9	..	10	..	11	..	..	5	9	..	8	..	11	..	..	..	4	..	8	..	..	..	6	1
572.	22	..	9	12	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..	22	..	3	13	22	..
573.	15	1	16	..	16	..	16	..	16	..	15	1	16	..	16	1	16	..	16	..	..	16	8	8	16	..	..	16	14	..
574.	22	..	22	..	21	..	25	..	21	..	18	..	22	..	26	..	27	..	24	..	..	..	24	..	23	..	..	..	27	..
579.	50	..	48	..	47	..	48	..	49	..	48	..	46	..	44	1	48	1	45	..	6	..	40	..	44	..	..	36	36	1
581.	..	26	25	1	2	22	26	..	22	4	22	4	..	26	..	26	..	26	..	..	15	9	25	1	..	26	..	26	..	26
586.	..	..	26	2	30	2	45	3	47	1	43	5	12	36	15	34	2	47	..	49	6	41	..	47	47	..	47	..	46	1
587.	..	10	10	..	..	9	10	..	9	1	10	..	..	10	10	..	10	..	1	8	10	..	..	10	10	..	..	10	10	..
589.	..	31	26	..	..	11	27	..	23	..	28	..	16	1	21	..	19	..	16	..	28	..	..	18	10	..	16	1	14	1
593.	50	..	5	..	50	..	50	..	..	52	52	..	..	52	..	52	..	52	..	52	52	..	42	..	52	..	52	..	..	..
594.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	..	13	13	..	..	..	13	..
595.	7	21	35	..	..	30	33	..	24	..	38	..	..	34	..	26	..	30	..	26	..	34	..	25	24	..	..	33	41	..
597.	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	10	..	..	..	10	..	10	..	1	9	10	..
598.	9	1	4	6	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	..	10	10	..
599.	28	..	19	..	11	..	13	..	28	..	28	..	..	28	25	3	26	2	25	3	..	..	28	..	28	..	23	..	21	..
600.	26	1	1	19	2	10	20	2	3	16	7	11	1	19	..	23	..	20	..	18	..	..	1	24	2	20	15	4	..	18
601.	46	..	44	..	44	..	44	..	44	..	44	..	..	44	44	..	31	13	40	4	..	..	..	48	48	..	2	46	..	..
603.	26	..	31	..	39	..	39	..	35	..	29	..	26	2	23	1	3	20	3	18	19	1	1	26	16	3	7	8	20	1
605.	6	3	11	..	11	..	11	..	1	10	..	11	..	11	..	11	..	11	11	1	..	..	..	11	11	..	..	..	11	..
606.	..	53	53	..	..	53	1	52	53	..	53	..	1	52	55	5	50	2	53	..	32	..	50	..	50	..	..	31	34	..
607.	..	..	8	1	..	..	8	1	6	1	1	8	..	7	4	11	9	1	11	..	2	8	11	1	14	1	6	5	7	2
610.	43	..	48	..	5	..	53	1	51	..	51	..	50	..	50	..	50	2	52	..	48	1	45	1	..	..	..	..	..	..
611.	26	..	30	..	27	..	32	..	32	..	33	..	..	34	..	32	..	32	..	32	..	43	26	1	30	..	..	28	32	..
612.	34	..	34	..	34	..	34	..	34	..	..	34	30	4	30	2	34	..	30	..	34	..	34	..	34	..	31	3	29	..
613.	14	31	40	17	..	57	60	..	57	..	1	56	47	..	60	..	65	..	4	61	73	..	..	73	1	70	51	..	47	..
617.	..	39	39	..	..	4	..	..	48	3	33	14	21	18	37	8	18	9	47	5	1	33	24	11	37	4	4	43	41	2

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
553.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	..	9	9	..	9	..	..	9	..	9	..	9
554.	10	1	16	1	14	1	1	11	..	10	13	..	3	5	..	7	11	1	10	3	16	..	15	..	13	..	16	..	..	16
558.	14	..	11	..	14	..	14	..	14	..	14	..	14	..	..	13	12	..	..	12	13	..	13	..	13	..	13	..	..	13
561.	25	..	21	..	19	..	24	..	22	..	22	..	22	..	13	..	15	7	6	11	12	4	25	..	23	..	3	22	2	19
563.	..	..	13	..	13	..	13	..	14	..	14	..	14	..	13	..	12	..	1	12	12	..	10	..	12	..	12	..	..	12
564.	62	..	..	62	..	62	..	62	..	62	59	3	..	..	62	..	62	..	..	..	61	..	62	..	62	..	62	..	..	62
567.	17	..	..	..	17	..	..	..	..	14	48	4	49	2	3	53	40	19	40	..	10	27	32	3	38	..	2	58	..	52
571.	6	..	5	..	10	..	8	..	10	..	9	..	9	..	8	..	2	1	1	2	8	..	7	..	6	1	8	..	..	8
572.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	14	..	17	3	..	..	17	2	13	5	22	..	13	7	19	..
573.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	14	..	..	14
574.	25	..	26	..	27	..	25	..	24	..	22	..	26	..	27	..	20	..	..	20	27	..	25	..	24	..	2	21	24	..
579.	29	..	30	..	30	..	30	..	30	..	29	..	30	..	30	..	28	..	..	28	26	..	27	..	28	..	27	..	..	27
581.	..	26	2	24	..	26	..	26	..	26	3	23	24	2	..	26	26	..	..	..	14	12	26	..	1	25	..	26	..	26
586.	45	2	2	45	1	46	3	44	2	45	47	..	..	46	45	1	45	..	..	46	46	..	44	1	45	..	41	..	40	1
587.	10	..	10	..	10	..	10	..	10	..	10	..	9	1	2	8	7	3	..	8	8	1	9	..	9	..	..	9	..	8
589.	..	..	15	..	11	..	16	..	14	..	17	..	20	..	21	..	1	16	22	1	7	2	..	14	16	1	16	1	..	22
593.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
594.	13	..	..	13	..	13	18	..	18	..	18	..	..	..	..	..	13	..	..	13	13	..	13	..	13	..	13	..	..	13
595.	36	..	23	..	12	11	20	4	13	8	20	..	..	26	20	..	22	2	..	..	22	..	21	..	20	..	20	..	..	22
597.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	..	10	..	10
598.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..
599.	21	..	21	..	19	..	17	2	19	..	19	..	18	..	14	..	13	1	1	13	12	..	12	4	11	2	13	..	..	13
600.	18	..	18	..	..	18	..	19	..	18	1	18	18	2	1	16	2	13	2	18	..	18	..	18	1	17	2	16	..	18
601.	48	..	48	..	48	..	6	42	46	2	48	..	..	48	1	47	48	..	..	48	..	48	..	48	..	48	48	..	37	11
603.	12	1	8	1	14	..	14	3	12	1	9	..	29	..	9	..	10	..	..	10	7	3	13	..	12	..	2	12	1	10
605.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	..	11	11	..	11	..	11	..	..	11	..	11
606.	34	..	36	..	34	..	..	30	..	31	30	1	31	..	1	30	..	31	..	31	..	31	31	..	..	30	..	30	..	30
607.	9	1	12	1	10	2	5	8	4	6	3	5	6	..	..	8	3	4	8	..	7	4	5	6	9	2	7	5	5	5
610.	50	..	48	..	50	..	47	..	49	..	47	..	..	..	23	18	..	50	..	..	43	2	50	..	46	2	38	..	..	40
611.	27	..	23	..	27	..	24	..	26	..	26	..	27	..	12	1	13	..	..	13	24	..	25	..	26	..	..	28	..	27
612.	34	..	34	..	26	8	18	16	..	31	34	..	..	..	28	..	36	..	..	36	34	..	34	..	28	..	6	28	..	34
613.	41	..	40	..	38	..	..	38	20	6	41	..	..	41	30	..	43	1	..	..	..	46	46	..	46	..	3	38	..	46
617.	46	3	39	2	41	5	42	2	32	3	51	..	51	1	48	..	11	15	41	1	4	16	18	13	42	5	47	..	7	47

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
553.	..	9	..	9	1	8	..	9	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
554.	10	..	9	..	10	..	11	..	11	..	9	..	4	5	..	..	6	..	9	..	8	..	6	2	8	..	8	..	9	..	9	..
558.	13	..	..	13	..	..	..	13	13	..	12	..	..	15	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
561.	..	21	3	20	5	12	7	6	18	1	20	1	5	9	..	..	20	..	14	1	20	2	16	1	19	..	21	1	18	3	18	3
563.	12	..	12	..	12	..	8	4	12	..	12	..	12	..	10	..	10	..	10	..	16	..	10	..	10	..	10	..	10	..	10	..
564.	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..	62	..
567.	48	..	..	47	6	16	9	16	36	1	29	..	..	..	..	..	33	..	30	..	34	..	33	1	33	..	33	..	33	..	33	..
571.	6	..	7	..	6	..	6	..	5	..	5	..	2	2	5	..	8	..	4	..	9	1	3	..	3	..	3	..	3	..	3	..
572.	5	16	13	2	14	..	9	8	10	10	17	..	..	..	..	..	22	..	22	..	21	1	22	..	22	..	22	..	22	..	22	..
573.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
574.	2	6	24	..	20	..	13	..	18	..	12	..	22	..	23	..	22	..	21	..	21	..	21	..	22	..	21	..	21	..	21	..
579.	27	..	27	..	24	..	23	1	23	..	25	..	24	..	25	..	21	..	21	..	51	..	21	..	20	..	20	..	20	..	20	..
581.	..	26	26	..	26	..	1	25	26	..	1	25	2	24	1	25	1	25	2	24	25	1	..	26	25	1	1	25	..	26	..	26
586.	40	..	40	..	44	..	1	40	40	1	40	..	1	40	36	..	35	..	..	35	4	31	2	33	35	..	1	34	1	34	1	34
587.	..	9	..	8	8	1	7	2	8	1	..	..	..	..	..	..	..	..	..	..	7	..	7	..	7	..	7	..	7	..	7	..
589.	11	..	15	..	10	..	9	8	13	..	16	1	12	4	23	..	..	..	..	..	6	18	..	9	10	..	..	..	..	..	..	..
593.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
594.	13	..	13	..	13	..	..	13	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
595.	23	1	6	14	16	1	21	1	15	..	23	..	21	2	9	..	13	..	..	..	18	..	..	25	24	1	..	24	..	18	..	18
597.	10	..	2	8	2	8	1	9	10	..	10	..	10	..	10	..	10	..	10	..	9	1	8	2	3	7	8	2	8	2	8	2
598.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
599.	13	..	..	13	13	..	13	..	12	..	12	..	1	11	11	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
600.	2	16	5	11	15	3	18	..	18	..	..	18	18	..	18	..	18	..	18	..	17	1	19	1	19	..	17	1	19	1	19	1
601.	43	5	44	..	44	..	44	..	44	..	44	..	44	..	..	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..
603.	1	..	..	13	10	..	7	6	4	7	9	..	5	5	10	..	9	..	9	..	30	..	11	..	7	..	12	..	10	..	10	..
605.	11	..	..	11	11	..	..	11	..	11	11	..	..	11	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
606.	..	30	..	30	..	30	30	..	30	..	31	..	31	..	30	..	..	30	..	30	31	..	31	..	31	..	31	..	31	..	31	..
607.	9	1	3	2	3	2	1	9	6	2	9	1	1	5	8	..	5	3	7	..	10	1	11	..	10	1	9	1	10	..	10	..
610.	17	11	35	..	37	..	30	5	33	..	32	1	35	..	38	..	36	..	33	..	32	4	34	2	37	..	35	..	34	..	34	..
611.	27	..	19	..	19	..	19	..	16	..	17	..	16	1	16	1	14	..	18	..	15	2	15	2	15	2	15	2	15	..	15	..
612.	34	..	34	..	34	..	34	..	34	..	34	..	..	34	34	..	27	7	16	18	34	..	34	..	34	..	34	..	34	..	34	..
613.	44	1	..	42	37	..	32	..	32	..	30	..	..	38	30	30	25	..	24	1	60	1	29	1	29	..	29	..	31	..	31	..
617.	4	19	52	..	51	..	16	39	20	2	12	16	10	15	30	3	25	..	33	..	25	7	7	23	13	2	12	14	12	20	12	20

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
553.	9	..	8	1	9	..	9	..	1	8	9	..	..	9	..	9	..	9	..	9	8	1	..	9
554.	9	..	4	4	9	..	9	..	9	..	9	..	7	2	4	5	6	2	3	6	6	3	9	..
558.	14	..	14	..	14	..	14	..	14	..	14	..	..	..	..	..	..	..	..	..	19	..	..	..
561.	14	..	2	18	18	..	4	8	16	1	19	..	4	15	15	3	..	22	3	21	3	..	18	..
563.	10	..	9	1	9	1	10	..	10	..	10	..	..	..	..	..	..	..	..	..	10	..	..	..
564.	62	..	62	..	62	..	62	..	62	..	62	..	..	62	62	..	62	..	..	62	..	..	..	..
567.	33	..	3	12	16	..	19	..	18	..	18	..	..	16	21	..	..	..	..	..	14	3	19	..
571.	5	..	5	..	4	..	4	..	6	..	6	..	..	5	3	5	..	6	1	5	7	2	1	2
572.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	5	8	10	14	..	22	..
573.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
574.	20	..	2	19	19	..	22	..	21	..	19	..	19	..	20	..	20	..	..	..	20	1	20	..
579.	20	..	21	..	21	..	19	..	20	..	20	..	20	..	20	..	..	50	50	..	50	..	21	..
581.	10	16	17	9	25	1	..	26	26	..	2	24	24	2	14	12	18	8	13	9	..	..	1	25
586.	35	..	..	35	35	..	35	..	35	..	35	..	35	..	21	14	34	1	6	27	33	..	5	26
587.	..	7	3	4	7	..	7	..	7	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..
589.	12	..	10	..	..	..	..	..	..	..	14	..	8	5	17	..	14	..	5	9	..	17	..	..
593.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
594.	13	..	..	13	13	..	13	..	..	13	13	..	13	..	13	..	..	13	..	13	..	..	..	..
595.	2	15	..	21	15	1	14	..	12	3	..	15	..	15	17	..	..	..	..	19	15	1	15	..
597.	10	..	..	10	1	9	10	..	10	..	10	..	10	..	1	9	10	..	3	7	..	..	..	..
598.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
599.	12	..	12	..	10	..	10	..	10	..	10	..	10	..	9	1	..	10	10	..	10	..	10	..
600.	19	..	18	..	18	..	18	2	19	..	17	3	..	20	20	..	18	..	19	2	20	..	17	3
601.	42	..	..	42	42	..	42	..	42	..	42	..	..	42	34	8	..	44	..	42	..	..	42	..
603.	8	..	10	..	8	..	7	..	8	1	8	2	5	..	11	2	5	1	1	3	28	..	8	..
605.	11	..	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
606.	..	31	..	31	31	..	..	31	..	31	..	31	..	31	..	31	..	31	..	31	31	..	31	..
607.	12	1	5	..	9	..	10	..	9	..	10	..	9	..	6	..	6	1	7	4	6	5	11	..
610.	35	..	34	2	35	..	35	..	32	..	36	..	28	1	31	..	..	34	..	35	27	5	29	..
611.	..	14	17	..	16	..	15	..	16	..	9	2	..	12	16	..	16	..	..	18	..	..	9	..
612.	28	2	26	3	26	..	8	22	32	..	32	..	..	32	33	..	33	..	..	34	..	34	28	..
613.	30	..	31	..	30	..	30	..	28	2	29	..	1	28	2	27	1	28	..	..	..	..	..	..
617.	33	1	17	5	30	3	25	2	11	18	46	..	40	5	46	3	24	6	16	18	42	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
619.	47	1	48	..	47	1	43	5	43	5	39	9	37	11	43	5	43	5	43	5	..	..	36	12	13	35	8	40	48	..
621.	14	..	11	2	6	4	8	..	5	1	3	3	7	..	4	2	5	..	5	..	..	..	5	..	11	..	1	5	3	..
623.	11	2	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	13	1	..	14	14	..
624.	27	..	27	..	27	..	27	..	27	..	27	..	..	26	..	26	..	26	..	26	..	26	..	22	1	21	..	23	22	..
625.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	16	15	..	..	16	15	..
626.	22	..	21	..	21	..	24	..	25	..	25	..	24	..	23	..	25	..	25	..	2	23	23	..	25	..	..	25	24	..
627.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	..	32	32	..	32	..	..	32	..	32
628.	41	..	39	1	38	..	41	..	43	..	43	..	42	..	39	3	31	4	37	..	3	37	39	..	42	..	..	41	36	..
629.	15	..	15	..	15	..	15	..	15	..	15	..	15	1	16	1	16	..	17	2	..	17	5	12	16	..	..	16	15	6
631.	8	..	8	..	8	..	10	..	10	..	12	..	12	..	12	..	12	..	12	..	..	..	5	7	12	..	..	..	..	..
633.	..	39	38	..	..	38	38	..	12	26	14	10	..	38	..	38	..	38	2	36	..	38	..	32	5	16	8	18	6	12
635.	1	15	10	..	1	12	19	1	8	..	14	..	14	..	10	..	15	..	20	..	..	..	2	9	18	..	16	..	10	..
637.	1	22	19	4	1	22	23	..	22	1	25	..	23	2	24	1	25	..	24	..	3	19	23	..	24	..	..	23	25	..
638.	15	..	15	..	15	..	18	..	15	..	16	..	..	..	15	..	18	..	17	..	..	..	18	..	..	..	..	..	18	..
639.	..	106	19	14	..	106	113	..	..	..	116	..	..	117	30	70	..	136	..	131	..	..	..	135	138	..	141	..	145	..
642.	2	7	7	2	7	1	10	..	..	17	1	14	..	10	..	16	..	16	..	16	..	21	14	..	1	15	3	10	21	..
643.	42	52	1	77	84	..	18	..	6	..	..	..	55	..	..	..	..	..	10	..	..	9	90	..	99	..	..	98	82	..
644.	15	15	52	..	..	10	35	..	15	6	..	20	20	..	15	..	31	..	4	1	..	..	7	..	15	..	..	..	21	..
646.	21	4	27	..	27	..	30	..	25	..	21	..	28	..	20	..	24	..	26	..	..	..	23	..	32	..	..	..	27	..
647.	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	..	9	..	9	..	9	9	..	9	..	..	..	9	..
648.	4	20	2	22	1	23	6	18	2	22	6	18	..	24	3	21	1	23	..	24	1	23	..	24	4	20	..	24	..	24
649.	12	1	12	1	12	1	12	1	12	1	12	1	12	1	12	1	13	..	13	..	1	12	13	..	13	..	..	13	13	..
650.	..	19	19	..	2	17	19	..	19	..	19	..	14	4	17	2	19	..	19	..	..	..	1	18	10	3	1	18	19	..
651.	15	..	17	..	17	..	17	..	17	..	17	..	..	13	20	..	20	..	20	..	..	20	..	20	20	..	..	22	..	22
653.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	10	..	9	..	9	..	9	..
654.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	..	11	11	..
655.	..	20	..	20	..	20	..	20	20	..	20	..	..	20	20	..	..	20	..	20	..	20	..	20	..	20	..	20	..	20
656.	21	..	25	1	20	1	23	..	25	..	26	..	17	..	21	..	22	..	19	..	..	22	..	22	12	..	1	19	22	..
658.	8	..	8	..	8	..	8	..	8	..	1	7	6	2	8	..	8	..	8	..	..	8	1	7	8	..	..	8	8	..
660.	..	22	22	..	22	..	20	2	22	..	22	..	22	..	22	..	22	..	22	..	..	..	5	17	22	..	3	19	22	..
661.	67	..	67	..	67	..	67	..	67	..	..	67	..	67	68	..	68	..	68	..	68	..	..	68	66	1	..	..	64	..
667.	11	..	1	17	7	..	22	..	18	3	13	4	20	1	16	2	17	1	20	..	8	11	11	7	17	1	1	24	17	..
668.	8	4	11	1	12	1	12	2	9	3	13	..	4	10	4	10	6	7	4	8	5	5	3	6	16	..	16	..	13	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
619.	46	2	48	..	48	..	48	..	48	..	48	..	48	..	48	..	1	47	47	1	28	20	9	39	29	19	44	4	3	45
621.	6	..	7	..	9	..	9	..	9	..	9	..	14	..	6	..	10	..	..	10	8	..	3	6	2	6	3	6	..	6
623.	..	14	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	..	14	..	14	..	14	14	..	2	12	..	14
624.	25	..	23	..	23	..	24	..	24	..	25	..	22	..	22	..	25	..	..	23	..	24	23	..	19	..	16	2	23	..
625.	15	..	15	..	15	..	15	..	15	..	10	..	8	2	5	..	8	..	..	..	3	1	5	1	6	..	8	..	1	9
626.	15	..	15	..	15	..	5	5	9	..	5	..	10	1	14	..	14	..	..	14	12	2	11	2	13	..	13	..	..	13
627.	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	..	32	32	..	32	..	32	..	32	..	32	..
628.	39	..	37	..	36	..	39	..	39	..	35	..	37	..	38	..	..	..	..	39	39	..	39	..	30	..	39	..	39	..
629.	15	6	15	..	15	..	..	14	..	15	15	..	12	1	12	..	12	..	2	10	12	..	12	..	12	..	10	2	4	8
631.	12	..	12	..	12	..	..	12	..	12	12	..	12	..	12	..	..	12	..	12	12	..	..	12	..	12	12	..	..	12
633.	12	9	16	1	13	9	..	23	..	23	2	21	22	..	..	21	4	11	11	1	9	10	12	7	17	..	21	..	..	20
635.	14	..	11	..	10	1	10	2	14	1	11	..	10	..	10	1	17	..	..	14	11	..	10	..	9	3	12	..	1	16
637.	24	..	21	3	23	1	24	..	24	..	23	1	23	1	23	1	24	..	..	24	24	..	23	1	23	1	13	2	12	3
638.	15	..	17	..	16	..	17	..	16	..	17	..	18	..	16	..	17	..	..	18	..	..	17	..	10	7	17	1	10	7
639.	147	..	148	..	155	..	156	..	157	..	157	..	..	157	157	..	158	2	5	155	..	161	161	..	161	..	130	30	..	163
642.	20	..	21	..	23	..	24	..	21	..	22	..	14	2	13	1	1	16	..	21	19	..	..	12	..	20	11	3	..	20
643.	85	..	..	..	..	..	..	..	59	..	32	1	99	..	42	..	9	..	..	..	13	..	10	1	49	..	37	3	..	37
644.	16	..	5	..	18	..	3	11	1	..	10	2	4	2	21	..	..	..	17	..	28	..	31	..	25	..	20	..	3	11
646.	27	..	27	..	29	..	29	..	26	..	28	..	31	..	29	..	24	1	1	6	25	..	27	..	29	..	28	..	..	24
647.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	..	..	9	..	9	..	..	9	2	7	..	9
648.	..	21	..	24	..	24	..	24	..	24	..	24	..	20	..	20	2	16	..	..	6	10	3	13	1	15	1	15	..	16
649.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	13	..	13	..	1	12	..	13
650.	19	..	19	..	19	..	8	9	1	17	19	..	19	..	19	..	19	..	..	19	19	..	17	..	17	..	..	..	..	17
651.	22	..	22	..	19	..	..	19	..	19	19	..	20	..	..	19	12	2	..	19	14	..	14	..	12	..	8	..	..	8
653.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	..	10
654.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	11	..
655.	..	20	..	20	..	20	..	20	..	20	..	20	20	..	..	20	..	20	..	..	..	20	..	20	..	20	..	20	..	20
656.	23	..	12	..	6	2	12	6	19	1	19	1	19	..	20	1	19	..	1	18	19	..	13	1	14	2	10	..	16	..
658.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	4	4	..	8	..	..	8	..	8	..	8	..	6	2	..	8
660.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..	22	..	22	..	22	..	..	22
661.	65	..	61	..	61	..	62	..	62	..	62	..	..	62	62	..	6	55	..	..	51	1	59	4	60	..	..	63	..	..
667.	23	..	14	1	18	..	4	22	4	23	17	..	16	2	..	25	..	23	23	..	18	4	10	5	13	..	13	11	..	22
668.	14	..	12	1	13	..	10	4	7	4	10	1	10	3	..	10	5	5	2	5	11	..	13	1	7	..	7	4	2	10

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
619.	5	43	47	1	48	..	3	45	45	3	46	2	27	21	..	..	48	..	46	2	39	9	39	9	47	1	9	39	9	39
621.	1	5	4	1	6	..	5	..	4	4	9	..	4	..	..	..	5	..	8	..	15	1	8	1	9	..	7	..	7	..
623.	14	..	12	2	14	..	..	14	14	..	..	14	8	6	14	..	..	14	12	2	14	..	14	..	2	12	14	..	14	..
624.	23	..	10	10	10	10	10	10	10	10	17	..	3	13	18	..	12	..	14	..	25	1	15	1	15	1	15	1	15	1
625.	10	..	..	9	6	..	7	1	1	6	2	3	..	4	..	..	..	2	8	..	8	1	..	9	10	..	..	10	..	10
626.	12	1	13	1	13	1	12	1	13	..	13	..	2	11	13	..	11	..	11	..	6	3	2	7	12	..	5	5	5	6
627.	32	..	32	..	32	..	..	32	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..	32	..
628.	39	..	39	..	39	..	39	..	39	..	39	..	39	..	..	..	30	..	30	..	39	..	30	..	30	..	30	..	30	..
629.	10	4	3	8	1	8	10	2	11	..	9	..	10	..	10	..	10	..	10	..	10	..	10	..	11	..	12	..	12	1
631.	..	12	12	..	9	..	9	..	9	..	12	..	..	12	11	..	11	..	11	..	11	..	..	11	11	..	..	11	..	11
633.	..	20	..	19	4	15	19	..	18	1	4	15	..	19	..	..	1	18	2	17	19	..	..	19	19	..	..	19	..	19
635.	7	2	14	..	9	1	9	4	5	2	11	..	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637.	12	3	15	..	15	..	13	2	15	..	15	..	15	..	..	..	11	..	11	..	19	..	11	..	10	1	11	..	11	..
638.	2	16	17	1	16	2	16	2	17	..	16	2	..	..	..	..	16	..	..	..	16	..	16	..	16	..	16	..	16	..
639.	163	..	..	159	159	..	154	..	154	..	153	..	..	152	..	..	..	136	..	136	135	1	..	135	138	..	..	138	..	139
642.	12	..	..	16	1	11	20	3	..	12	11	..	..	12	..	7	10	..	1	8	14	..	..	14	13	..	2	16	1	18
643.	39	..	23	..	7	..	18	..	30	..	17	..	3	33	..	..	..	..	22	..	92	..	23	..	27	..	4	..	6	..
644.	17	5	19	..	3	4	3	25	..	..	3	..	8	..	15	1	15	1	10	..	4	..	4	1	5	..	2	..	4	2
646.	22	1	24	..	31	..	21	2	25	..	..	15	13	17	26	..	17	..	23	..	23	1	23	1	23	..	22	1	21	2
647.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
648.	..	16	..	16	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13
649.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	..	13
650.	1	16	13	4	16	1	17	..	17	..	17	..	2	13	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
651.	..	8	8	..	8	..	6	4	12	..	7	..	3	1	7	1	7	..	7	1	4	5	2	7	10	..	2	9	1	9
653.	10	..	..	10	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
654.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
655.	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	20	..	..	20	..	20	..	20	..	20
656.	14	1	14	1	15	..	15	..	12	..	14	..	12	..	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
658.	5	3	..	8	8	..	..	8	..	8	..	6	5	2	..	..	..	7	7	1	8	..	4	4	5	3	4	4	4	4
660.	..	22	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
661.	63	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
667.	9	..	10	4	8	2	12	..	10	..	10	..	7	2	8	..	12	..	11	..	17	..	9	..	14	1	14	1	12	..
668.	2	9	7	5	8	1	5	1	11	..	11	..	11	2	14	..	7	..	12	..	8	5	4	5	12	..	3	8	3	8

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
619.	1	47	44	4	48	..	48	..	5	43	48	..	48	..	48	..	48	..	44	4	48	..	2	46
621.	5	..	8	..	8	..	7	..	6	..	4	..	7	..	8	..	8	..	8	..	14	..	..	..
623.	14	..	4	10	14	..	14	..	14	..	4	10	..	14	14	..	..	14	..	..	..	..	..	..
624.	19	..	..	19	15	..	1	18	16	..	19	..	1	19	20	..	..	17	..	17	16	..	..	18
625.	5	1	3	2	..	..	1	..	8	..	3	..	..	8	..	..	..	..	..	..	9	..	2	3
626.	5	..	10	1	11	..	11	..	12	..	12	..	..	12	10	2	..	12	9	3	12	..	12	..
627.	32	..	..	32	32	..	32	..	32	..	32	..	..	..	32	..	32	..	..	..	32	..	32	..
628.	30	..	29	..	29	..	29	..	29	..	29	..	4	18	29	..	..	29	26	..	29	..	5	12
629.	10	..	10	..	10	..	10	..	10	..	10	..	..	12	12	..	..	12	12	..	11	1	13	..
631.	..	12	12	..	12	..	12	..	12	..	12	..	..	..	..	12	..	12	..	12	..	12	12	..
633.	19	..	3	16	15	4	1	8	2	17	2	17	10	9	2	17	17	2	..	19	12	7	..	..
635.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
637.	10	1	1	10	9	2	9	2	11	..	11	..	3	8	7	4	8	3	10	..	10	..	10	1
638.	16	..	..	..	16	..	16	..	16	..	16	..	16	..	16	..	..	..	..	..	..	16	16	..
639.	137	..	1	136	136	..	137	..	136	..	135	..	..	..	..	..	..	..	..	..	..	..	..	..
642.	10	7	..	17	18	..	13	..	..	13	18	..	4	8	17	..	6	6	10	1	11	..	1	7
643.	11	..	..	..	2	..	12	..	17	..	10	..	17	..	12	..	6	89	..	..	..	..	12	..
644.	7	2	12	2	5	1	5	1	3	1	27	1	..	..	22	1	2	8	5	3	29	..	39	..
646.	21	..	..	25	26	..	25	..	23	..	26	..	20	..	16	..	..	20	20	1	14	1	18	..
647.	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	..	9	..	..	..	..
648.	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	12	..	..	..	..
649.	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	..	13	..	13	..	..	1	12
650.	17	..	17	..	16	1	17	..	15	2	17	..	17	..	10	4	11	1	3	12	8	7	17	..
651.	4	3	..	10	11	..	10	..	8	1	9	..	11	..	1	8	..	5	1	9	7	3	9	1
653.	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..
654.	11	..	11	..	11	..	11	..	11	..	11	..	..	..	11	..	11	..	11	..	11	..	11	..
655.	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	20	..	..	20
656.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
658.	7	1	..	8	5	3	1	7	6	2	8	..	1	7	8	..	..	8	8	..	8	..	8	..
660.	22	..	..	22	22	..	22	..	22	..	22	..	22	..	..	..	..	..	..	22	..	..	..	..
661.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
667.	6	7	1	8	13	1	12	1	9	..	12	..	1	13	6	3	3	10	6	..	17	..	9	..
668.	10	..	7	..	11	..	13	..	7	..	12	..	9	1	4	4	3	9	7	5	6	3	12	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
674.	23	4	1	25	19	7	6	18	6	16	23	2	16	4	18	3	4	22	5	22	2	22	1	15	2	15	4	12	16	3
676.	3	22	25	..	9	18	27	..	27	..	21	4	..	27	24	..	27	..	27	..	21	6	1	26	4	22	6	8	26	1
678.	18	..	1	17	18	..	20	..	24	..	23	1	25	..	23	..	23	..	23	..	26	..	2	21	18	..	..	27	26	..
679.	3	17	19	3	2	21	22	..	..	24	22	3	..	22	17	5	12	8	15	6	3	21	2	21	5	15	..	22	11	6
680.	2	..	5	6	1	..	17	..	19	..	19	..	17	3	16	..	14	1	20	..	23	..	13	..	6	..	4	8	20	..
682.	10	11	23	..	19	3	23	..	17	5	18	3	..	22	..	21	..	21	..	23	..	23	..	24	22	..	..	24	..	21
683.	5	5	23	1	13	5	24	..	27	..	21	2	22	..	16	..	25	..	23	..	1	24	17	1	22	..	1	23	18	4
686.	..	12	1	11	..	12	11	..	10	1	12	..	..	12	..	12	..	12	..	11	..	12	..	12	..	12	..	12	12	..
687.	..	23	23	..	..	..	23	..	23	..	23	..	..	23	..	23	..	23	..	23	..	23	23	..	23	..	..	..	..	..
690.	..	74	..	74	..	74	60	14	74	..	74	..	70	4	74	..	74	..	74	..	74	..	5	69	74	..	40	34	74	..
692.	17	..	17	..	19	..	19	..	19	..	19	..	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	14
693.	10	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11	..	11	..	10	..	11	4	..
695.	10	..	10	..	10	..	10	..	10	..	..	10	..	10	10	..	10	..	10	..	10	..	..	10	10	..	..	10	10	..
696.	..	..	24	..	24	..	26	1	28	..	26	1	29	1	30	..	30	..	32	..	..	..	..	35	..	31	20	7	11	12
698.	26	1	26	1	26	1	31	1	23	4	..	2	21	5	24	..	24	..	24	..	..	..	2	30	1	20	1	30	16	..
699.	..	12	..	11	..	6	13	..	12	..	12	..	..	12	1	11	..	10	..	7	12	..	..	8	10	..	12	..	..	..
701.	..	183	..	183	..	183	183	..	183	..	183	..	183	..	183	..	183	..	187	..	1	186	..	187	..	187	2	185	187	..
705.	..	9	..	9	..	9	9	..	9	..	9	..	9	..	4	2	9	..	9	..	..	9	..	8	2	3	..	8	8	..
707.	..	65	65	..	..	65	64	1	65	..	63	2	..	65	65	..	65	..	65	..	65	..	1	64	65	..	65	2	62	3
708.	3	20	23	1	24	..	15	7	23	..	27	..	26	1	25	..	26	..	27	..	..	28	4	24	10	..	3	20	25	..
712.	37	2	31	1	49	2	59	..	56	1	55	1	7	36	23	7	21	6	48	1	64	..	..	36	50	..	1	51	50	..
713.	36	..	17	5	28	..	31	..	10	..	29	..	28	4	27	..	29	..	29	..	8	8	4	20	11	..	..	25	34	..
714.	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23
715.	36	10	60	..	60	6	65	..	65	..	65	..	23	..	28	1	28	..	32	..	..	74	3	68	..	71	2	42	71	..
716.	2	23	25	..	25	..	25	..	25	..	24	..	18	1	21	..	19	..	23	..	..	20	5	8	14	1	..	16	49	3
718.	3	2	..	6	..	..	2	2	..	7	7	..	..	7	..	4	1	6	..	4	2	12	..	3	7	..	8	4	3	1
722.	..	10	10	..	..	10	11	..	11	..	11	..	..	11	..	11	..	11	..	11	12	..	..	12	..	11	..	12	12	..
723.	..	47	..	47	..	47	48	..	40	..	40	..	39	..	38	..	38	..	40	..	..	42	..	43	46	..	..	38	42	..
724.	40	..	41	..	41	..	41	..	41	..	40	..	38	..	42	..	42	..	42	..	..	48	49	..	47	2	18	30	1	49
726.	11	1	9	3	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	9	2	12	..	12	..	..	12	12	..
731.	25	..	24	..	25	..	31	..	32	..	30	..	30	..	32	..	31	..	32	..	..	..	30	..	32	..	..	31	32	..
734.	32	2	26	1	31	3	35	1	28	2	34	..	..	38	5	31	5	31	5	31	40	..	..	35	27	..	28	..	30	..
736.	110	..	110	..	111	..	111	..	111	..	112	..	112	..	112	..	113	..	116	..	..	120	120	..	120	..	2	120	120	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
674.	21	..	8	8	12	5	..	18	..	15	..	14	6	4	3	1	16	1	1	16	..	10	..	12	9	..	11	..	..	11
676.	26	1	23	..	23	..	..	28	..	28	27	..	..	..	..	27	..	28	28	..	28	..	26	2	27	1	27	1	..	28
678.	29	..	29	..	24	..	..	25	23	..	24	..	22	3	24	..	28	..	..	24	16	8	18	3	22	..	17	2	..	25
679.	27	..	15	4	17	4	2	21	5	16	12	5	21	1	9	6	8	7	2	24	4	15	..	26	13	5	..	28	..	28
680.	19	..	15	..	15	..	20	..	17	..	18	..	8	2	10	4	6	9	2	11	12	6	20	..	20	..	18	2	1	29
682.	22	1	..	24	..	24	..	25	..	24	..	22	24	..	..	25	3	14	3	16	24	..	6	15	..	17	14	6	..	21
683.	21	..	19	..	21	..	21	..	21	..	24	2	24	..	..	16	18	1	1	18	10	12	14	2	6	13	2	19	..	20
686.	12	..	12	..	12	..	..	11	..	11	11	..	11	..	..	11	..	11	..	11	11	..	..	11	..	11	..	11	..	11
687.	..	..	23	..	23	..	23	..	23	..	23	..	21	..	20	..	..	..	..	..	18	..	18	..	..	19	19	..	..	19
690.	60	14	74	..	74	..	74	..	74	..	60	14	..	74	1	73	74	..	..	70	17	55	74	..	74	..	74	..	..	74
692.	16	..	16	..	16	..	..	16	..	16	16	..	..	16	..	16	15	..	1	15	14	1	14	1	13	1	1	13	..	13
693.	11	..	11	..	12	..	12	..	12	..	12	..	12	..	12	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11
695.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	..	10
696.	27	1	20	..	20	..	25	..	25	..	23	..	25	..	..	21	14	8	1	18	9	9	19	..	19	5	17	..	1	17
698.	16	..	21	..	17	..	20	..	..	20	19	..	..	..	10	5	17	2	2	17	16	5	16	2	21	2	..	21	..	21
699.	11	..	..	8	..	5	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
701.	187	..	..	187	..	187	..	187	..	187	..	187	..	187	..	187	145	42	..	..	..	187	187	..	187	..	187	..	187	..
705.	8	..	8	..	..	4	8	..	8	..	8	..	..	..	8	..	5	1	..	8	..	8	..	8	..	8	..	8	..	8
707.	3	64	60	5	60	5	2	63	1	64	63	2	65	..	2	63	63	1	1	63	..	64	64	..	65	..	1	64	..	65
708.	23	..	23	..	22	..	..	27	15	1	18	..	12	4	13	..	17	..	..	17	19	..	10	4	14	4	..	19	..	11
712.	40	..	30	..	41	..	3	35	..	37	34	..	..	..	..	..	33	..	..	28	36	..	39	..	31	1	..	35	1	33
713.	23	..	29	..	17	..	27	1	23	1	25	..	21	2	23	..	..	..	..	..	27	..	19	1	18	2	26	..	..	27
714.	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23	..	23	..	..	..	23	..	23	..	23	..	23	..	23
715.	71	..	2	67	24	2	10	11	16	8	21	..	22	2	11	1	13	1	5	2	20	2	16	..	12	..	10	7	..	30
716.	46	4	52	1	56	..	28	26	22	20	15	25	27	25	38	9	26	26	..	..	44	8	43	5	42	6	48	2	..	49
718.	7	..	..	18	1	7	5	5	..	5	5	..	..	..	..	22	1	10	5	9	4	5	4	1	12	..	8	..	3	6
722.	12	..	12	..	..	..	..	..	12	..	11	..	9	2	11	..	11	..	.	11	11	..	9	..	7	..	7	..	7	..
723.	46	..	46	..	46	..	42	..	42	..	41	..	46	..	32	..	32	..	..	32	30	8	..	36	43	..	6	30	6	32
724.	47	..	49	..	50	..	40	..	51	..	51	..	49	3	50	4	..	..	46	8	41	13	54	..	54	..	54	..	54	..
726.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	7	5	..	12	2	10	10	2	2	10	10	2	4	8	10	2
731.	26	..	29	..	24	..	25	..	25	..	20	..	19	..	19	..	18	..	2	18	13	..	13	..	14	..	..	13	1	4
734.	28	..	31	..	30	..	28	..	26	1	28	..	..	29	26	..	27	..	..	..	23	2	27	..	23	3	3	25	..	27
736.	121	..	123	..	123	..	125	..	125	..	125	..	124	1	125	..	..	125	90	30	126	..	96	30	124	..	130	..	130	..

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
674.	9	1	..	11	1	9	9	..	..	8	10	..	..	10	..	..	10	..	7	..	22	..	13	..	10	..	12	..	11	..
676.	28	..	28	..	28	..	28	..	28	..	26	2	2	26	..	..	26	..	26	..	23	3	26	..	25	2	26	..	26	..
678.	21	..	18	..	25	..	22	2	14	..	22	..	3	1	20	..	19	..	16	..	7	1	..	16	13	..	1	7	1	7
679.	..	28	4	16	1	18	3	18	3	14	..	22	..	22	14	12	..	21	..	23	20	1	20	..	17	5	28	..	24	1
680.	..	28	2	16	..	2	1	13	11	2	6	..	4	1	..	1	15	..	17	..	16	..	16	..	18	..	17	..	15	..
682.	..	16	18	2	18	3	18	..	15	3	13	7	..	20	..	17	1	18	..	17	14	4	6	14	1	11	6	14	6	14
683.	20	..	18	..	19	..	21	..	12	..	1	10	5	..	5	..	5	..	8	..	25	..	8	..	8	..	8	..	7	..
686.	..	11	..	11	..	11	..	8	..	10	..	10	..	10	..	10	..	..	..	..	..	..	..	10	10	..	..	10	..	10
687.	..	..	..	19	..	..	18	..	18	..	..	..	..	..	..	..	..	..	..	..	19	..	19	..	..	..	19	..	19	..
690.	73	1	74	..	74	..	61	13	69	5	74	..	..	14	74	..	74	..	74	..	74	..	74	..	74	..	74	..	74	..
692.	..	12	10	2	12	..	12	..	10	..	10	..	..	12	..	..	12	..	14	..	19	1	13	1	14	..	13	1	13	1
693.	11	..	10	..	8	..	10	..	11	..	11	..	7	..	11	..	11	..	..	11	11	..	..	11	11	..	..	11	..	11
695.	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10
696.	..	7	18	..	18	..	18	..	5	10	23	..	12	5	..	..	14	..	17	..	14	3	14	..	14	1	18	..	14	..
698.	20	..	11	3	15	1	20	1	20	..	20	..	3	17	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
699.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
701.	187	..	187	..	187	..	22	153	175	..	175	..	..	175	175	..	..	175	..	175	114	29	114	29	143	..	114	29	114	29
705.	8	..	..	8	..	8	..	8	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..
707.	1	64	64	1	65	..	60	5	2	63	64	..	..	65	63	2	63	2	63	2	63	2	2	63	60	5	2	63	2	63
708.	..	16	..	14	14	..	14	..	14	..	13	..	12	2	12	2	13	..	13	1	14	..	14	..	14	..	14	..	14	..
712.	2	24	..	38	..	34	34	..	13	4	12	..	21	..	12	6	29	..	10	4	44	3	14	2	21	..	21	3	21	3
713.	22	..	24	..	21	..	7	17	14	..	4	..	17	..	25	..	10	..	22	..	18	4	..	20	25	..	..	22	..	22
714.	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23	..	23	..	23	..	23
715.	17	..	14	..	14	..	13	..	12	..	20	..	..	21	..	..	16	..	16	..	4	3	4	3	15	..	15	1	4	2
716.	42	8	3	46	41	7	48	2	39	9	36	8	42	9	45	6	41	9	40	5	39	7	41	8	49	2	46	4	46	4
718.	..	8	..	7	..	2	1	7	2	..	2	10	..	14	1	3	..	2	4	..	4	..	3	2	2	1	4	..	4	..
722.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	1	6	1	6	1	7	..	7	..
723.	36	..	32	8	32	10	40	..	40	..	40	..	38	..	..	..	40	..	42	..	36	6	32	6	38	..	38	..	38	..
724.	52	2	54	..	54	..	54	..	54	..	6	48	46	8	..	..	55	..	51	4	55	..	55	..	55	..	55	..	55	..
726.	9	3	12	..	12	..	12	..	12	..	12	..	10	2	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
731.	..	14	13	..	14	..	1	13	14	..	13	..	15	..	14	..	8	..	10	..	10	..	9	..	10	..	10	..	9	..
734.	..	26	20	1	24	..	2	21	25	..	22	2	1	17	..	..	12	..	16	..	10	13	7	14	24	..	5	15	7	15
736.	129	..	55	75	130	..	130	..	125	..	130	..	50	80	135	..	135	..	130	5	135	..	135	..	135	..	135	..	135	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
674.	8	3	5	5	8	..	8	..	10	..	5	2	..	7	..	..	..	25	..	23	23	2	22	1
676.	25	..	4	21	25	..	25	..	11	3	25	..	..	25	25	..	2	7	5	5	9	2	7	1
678.	13	1	..	10	9	..	14	..	1	14	..	14	12	..	12	..	..	12	5	7	9	4	15	..
679.	20	1	8	14	5	20	1	21	22	1	24	..	..	20	3	11	8	12	3	17	..	..	..	3
680.	15	..	1	5	7	..	12	..	12	..	13	..	10	1	6	..	12	1	8	..	6	5	7	..
682.	3	16	17	3	14	..	..	15	6	7	17	..	..	13	..	18	3	14	..	18	16	1	2	10
683.	5	..	4	..	8	..	8	..	10	..	7	..	..	2	..	..	..	..	..	9	6	1	..	7
686.	10	..	10	..	10	..	10	..	..	10	10	..	..	10	..	10	..	10	..	10	10	..	..	10
687.	19	..	19	..	19	..	19	..	19	..	..	..	..	..	19	..	..	19	19	..	19	..	..	..
690.	74	..	..	74	74	..	74	..	..	74	74	..	74	..	74	..	..	74	..	74	..	74	..	..
692.	14	..	14	..	14	..	14	..	5	4	14	..	..	14	..	14	..	14	2	12	13	1	..	14
693.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	1	7	..	..	..	..	..	..
695.	10	..	10	..	10	..	10	..	10	..	10	..	4	6	10	..	10	..	..	10	..	..	..	..
696.	12	..	12	2	12	..	15	..	15	..	12	..	11	2	15	..	..	9	9	3	13	2	14	..
698.	20	..	20	..	20	..	20	..	..	20	20	..	..	9	..	20	..	23	..	20	..	..	..	20
699.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
701.	143	..	143	..	..	143	143	..	143	..	143	..	..	143	143	..	..	143	143	..	139	4	143	..
705.	2	6	..	8	8	..	8	..	8	..	..	8	..	8	6	2	..	8	..	8	8	..	..	8
707.	5	60	2	63	65	..	65	..	1	64	33	31	..	65	2	65	67	..	..	67	..	..	..	..
708.	14	..	..	14	14	..	14	..	14	..	14	..	..	14	13	..	..	14	..	14	13	..	..	..
712.	21	3	..	20	25	..	28	..	26	..	26	..	..	24	12	6	11	6	1	19	..	..	..	..
713.	..	21	3	13	1	14	13	..	5	18	22	..	2	4	..	12	..	12	27	..	27	..	24	..
714.	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	23	..	..	23
715.	6	..	2	5	4	..	9	..	9	..	9	..	4	..	11	..	4	3	13	..	3	4	10	..
716.	43	7	48	2	41	9	46	5	47	4	46	3	39	7	39	7	4	46	45	7	39	7	39	..
718.	3	2	7	..	5	..	6	..	4	..	5	1	..	3	2	2	5	..	6	6	..	..	..	..
722.	7	..	..	7	7	..	4	1	5	..	5	..	5	..	..	5	..	5	..	..	11	..	..	..
723.	40	..	41	..	39	..	42	..	42	..	42	..	42	4	38	..	6	32	..	38	..	..	..	..
724.	51	4	55	..	55	..	53	2	55	..	55	..	55	..	18	36	..	55	55	..	50	5	51	4
726.	12	..	6	6	12	..	12	..	9	3	12	..	2	10	2	4	12	..	8	4	6	6	8	4
731.	10	..	9	..	9	..	6	..	10	..	9	..	2	6	8	..	..	8	7	3	7	3	8	..
734.	12	3	12	10	16	1	17	..	13	2	18	..	21	..	21	..	13	1	16	3	..	17	14	1
736.	135	..	60	75	135	..	40	95	135	..	135	..	10	125	..	135	126	9	..	..	135	..	135	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
738.	21	1	13	..	21	..	24	..	24	..	2	16	22	..	21	..	24	..	20	..	..	..	1	21	21	..	..	17	17	..
741.	50	..	..	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
742.	7	..	6	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	..	7	8	..
743.	20	..	21	..	22	..	25	..	18	2	20	..	11	2	13	..	13	..	15	..	3	8	..	17	14	..	..	17	7	..
744.	3	13	13	1	1	12	16	..	14	..	16	..	13	..	13	3	12	..	14	..	..	..	3	3	..	..	..	..	12	..
746.	44	8	42	..	..	..	52	..	64	..	56	..	67	..	54	..	50	..	52	..	..	..	44	..	47	..	..	20	41	..
750.	53	..	52	1	53	..	53	..	52	..	53	..	52	1	52	2	54	..	54	..	53	1	54	..	54	..	52	2	54	..
751.	12	1	5	8	11	1	12	..	14	..	7	..	..	16	..	16	..	16	..	16	..	..	7	9	10	6	..	..	16	..
755.	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..	71	..	71	..	2	68	68	..	5	65	71	..
760.	..	17	28	..	13	..	31	..	23	..	32	..	28	..	25	..	26	..	17	..	..	..	9	2	9	..	..	10	12	..
761.	24	..	24	..	..	24	..	24	24	..	..	24	24	..	24	..	24	..	24	..	..	24	24	..	24	..	..	24	24	..
764.	26	..	26	..	28	..	27	..	28	..	1	25	26	..	26	..	23	..	22	..	..	..	25	..	25	..	..	..	25	..
765.	..	17	17	..	..	17	16	1	..	17	..	17	17	..	17	..	17	..	17	..	11	6	17	..	17	..	10	7	17	..
767.	13	..	13	..	13	..	12	1	13	..	..	13	13	..	13	..	13	..	13	..	12	..	12	..	11	1	11	..	12	..
768.	17	..	14	..	15	..	22	..	22	..	22	..	19	..	21	..	19	..	20	..	1	21	12	..	..	16	..	17	16	..
769.	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	29	..
770.	6	2	..	8	5	3	5	2	8	..	8	..	..	8	..	8	..	8	..	..	8	..	2	5	..	8	..	8	8	..
771.	12	..	12	2	12	..	12	..	11	1	12	..	12	..	13	..	16	..	16	..	..	16	16	..	16	..	..	16	16	..
774.	91	..	75	..	180	..	180	..	180	..	180	..	180	..	184	..	184	..	185	..	..	..	..	..	187	..	..	3	..	..
775.	16	..	5	11	18	..	18	..	14	..	15	..	13	2	14	..	15	..	14	..	..	..	..	14	17	..	1	16	11	..
779.	..	36	..	37	36	3	26	13	39	..	40	..	41	..	41	..	44	..	44	..	46	..	12	30	46	..	2	44	44	..
780.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..
782.	52	..	55	..	55	..	56	..	56	..	56	..	56	..	39	5	39	5	39	5	..	..	5	48	56	..	..	..	56	1
783.	19	..	21	..	21	..	19	..	20	..	21	..	21	..	20	..	21	..	22	..	23	..	21	..	22	..	..	22	22	..
784.	5	2	7	2	3	..	7	2	7	2	3	6	3	6	..	4	3	2	..	4	5	4	3	6	6	3	4	2	6	3
785.	..	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	19	..	19	..	..	19	18	..
790.	19	..	19	..	19	..	19	..	19	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
792.	..	..	..	..	..	..	..	..	..	..	..	..	9	54	..	..	..	..	..	..	..	..	43	..	42	2	..	52	..	..
795.	27	..	14	14	46	..	49	..	47	..	11	25	..	55	10	28	..	36	..	38	..	47	..	50	46	1	50	..	24	2
796.	..	9	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	8	..	5	3	9	..
797.	8	12	19	1	8	12	20	..	20	..	20	..	..	20	20	..	20	..	20	..	..	20	..	20	20	..	..	20	20	..
798.	..	10	..	10	..	10	8	2	..	10	..	10	..	10	1	9	7	3	..	..	..	..	..	10	..	10	..	10	..	10
801.	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	38	..	..	..	38	..	38	..	..	38	38	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
738.	17	..	16	..	17	..	17	..	17	..	15	1	1	4	16	..	3	12	14	1	10	..	14	..	10	..	11	..	..	11
741.	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	..	..	50	..	50	..	50	..	..	50	..	..
742.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	8	..	8	8	..	8	..	8	..	..	8
743.	15	..	19	..	25	..	2	22	8	15	22	..	..	..	24	..	12	11	1	29	24	..	19	..	34	..	24	3	19	9
744.	9	1	13	..	11	..	8	1	10	..	13	1	10	1	6	2	9	..	..	3	9	1	9	..	12	..	6	2	1	8
746.	47	..	28	..	25	..	38	..	39	..	39	..	39	..	40	..	37	..	..	37	32	..	27	..	31	..	22	1	17	..
750.	54	..	54	..	53	1	54	..	52	..	52	..	52	..	52	..	50	2	2	50	50	2	48	..	48	..	10	38	3	45
751.	16	..	16	..	16	..	2	14	7	9	16	..	16	..	16	..	15	1	1	15	16	..	16	..	16	..	16	..	..	16
755.	71	..	69	..	69	..	69	..	69	..	70	..	..	70	70	..	20	36	4	66	70	..	70	..	70	..	5	65	2	68
760.	12	..	14	..	14	..	11	4	5	4	8	..	18	..	6	1	9	1	1	9	8	..	8	..	5	..	6	..	..	12
761.	24	..	24	..	24	..	..	24	..	24	24	..	..	24	..	24	24	..	..	24	24	..	..	24	24	..	..	24	..	24
764.	25	..	26	..	27	..	27	..	24	..	25	..	26	..	22	..	1	23	..	22	17	6	24	..	16	3	19	..	..	21
765.	17	..	17	..	17	..	17	..	17	..	17	..	12	5	..	17	6	11	..	17	..	17	17	..	7	10	..	17	8	9
767.	12	..	12	..	12	..	12	..	12	..	12	..	9	3	12	..	12	..	..	..	..	12	12	..	11	1	12	..	..	12
768.	13	..	19	..	18	..	8	2	19	..	17	..	22	..	8	1	17	..	..	..	13	2	17	..	19	..	19	..	17	..
769.	29	..	29	..	28	..	28	..	28	..	25	..	17	8	25	..	..	25	25	..	24	..	24	..	24	..	21	3	2	20
770.	8	..	8	..	8	..	8	..	8	..	8	..	3	4	..	8	8	..	..	..	..	8	..	8	..	8	..	8	..	8
771.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..	9	5	..	16
774.	..	..	189	..	189	..	189	..	194	..	195	..	195	..	195	..	195	..	..	190	195	..	195	..	195	..	195	..	140	69
775.	17	..	16	..	14	..	15	..	14	..	17	..	15	..	15	..	2	10	16	1	14	1	16	..	16	..	16	..	..	12
779.	46	..	46	..	46	..	46	..	46	..	46	..	..	..	6	40	46	..	..	46	43	3	40	6	46	..	12	34	..	46
780.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	..	10	..	10	10	..	..	10
782.	56	..	49	8	49	..	17	38	51	1	54	..	56	1	49	7	46	3	3	46	59	..	58	1	55	2	54	3	43	8
783.	..	..	21	..	21	..	22	..	20	..	21	..	14	3	10	2	16	2	2	16	23	..	24	..	21	..	22	..	..	19
784.	7	2	3	3	..	3	5	1	5	1	1	3	5	1	4	1	..	5	..	6	1	5	1	2	..	7	1	3	..	7
785.	18	..	17	..	17	..	17	..	17	..	17	..	17	..	..	16	9	..	..	9	..	..	9	1	10	..	10	..	..	10
790.	17	..	17	..	17	..	17	..	16	..	16	..	14	2	14	1	..	14	..	14	14	..	13	1	14	..	5	9	..	14
792.	..	..	..	..	..	..	..	..	..	..	..	..	46	..	..	..	39	..	1	39	46	..	45	1	..	..	54	..	41	..
795.	50	..	1	47	..	43	41	..	44	..	45	..	..	42	53	..	55	..	..	52	..	51	48	..	52	..	48	..	..	45
796.	9	..	8	1	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..	..	9	..	9	6	..	..	6
797.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	..	20	20	..	20	..	20	..	20	..	..	20
798.	..	10	10	..	2	8	1	9	2	8	2	8	9	1	6	4	7	3	..	10	2	8	1	9	8	2	10	..	..	10
801.	38	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	..	36	36	..	36	..	36	..	36	..	..	36

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
738.	10	1	11	..	10	..	11	..	10	1	7	..	10	..	..	..	..	..	..	..	14	1	4	1	..	..	4	1	4	1
741.	..	50	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
742.	..	8	8	..	8	..	..	8	8	..	8	..	8	..	9	..	9	..	9	..	2	7	2	7	9	..	2	7	2	7
743.	19	..	36	..	25	..	33	1	27	..	29	..	15	1	25	2	8	..	19	..	17	3	15	3	12	..	16	1	14	1
744.	5	6	..	9	10	..	2	7	1	7	..	8	9	..	7	..	7	..	6	..	6	1	7	1	7	..	7	1	6	2
746.	15	..	8	6	15	..	10	14	11	..	14	..	14	..	..	..	25	..	15	..	25	..	15	..	14	..	14	..	15	..
750.	42	..	39	2	35	2	33	2	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
751.	..	16	15	1	16	..	8	8	16	..	16	..	..	16	..	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
755.	68	..	68	..	68	..	68	..	68	..	68	..	1	69	69	..	69	..	69	..	69	..	69	..	69	..	69	..	69	..
760.	5	3	4	3	7	..	1	6	3	1	5	..	6	..	4	..	8	..	8	..	25	..	9	..	4	..	4	..	10	..
761.	24	..	24	..	24	..	..	24	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..	24	..
764.	..	17	11	4	17	..	12	8	15	..	12	..	..	12	13	..	12	..	11	..	21	1	12	1	12	1	11	1	11	1
765.	12	5	17	..	17	..	4	13	..	17	17	..	6	11	17	..	13	4	..	17	..	..	..	17	17	..	..	17	..	17
767.	..	12	3	9	2	11	..	13	12	..	12	..	13	..	13	..	13	..	13	..	9	4	..	13	6	5	..	13	..	13
768.	12	..	15	..	15	..	16	..	15	..	16	..	19	..	17	1	16	..	16	..	13	1	15	..	14	..	14	..	14	..
769.	21	..	21	..	21	..	21	..	17	..	17	..	16	..	14	..	14	..	14	..	13	1	1	13	13	..	..	13	..	13
770.	..	8	..	8	8	..	8	..	8	..	8	..	..	8	3	5	8	..	8	..	8	..	8	..	8	..	8	..	8	..
771.	16	..	..	16	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
774.	198	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	198	..	198	..	..	..	..	..	..	..
775.	14	..	16	..	16	..	..	17	17	..	14	..	16	..	..	..	13	..	14	..	13	..	14	..	13	..	13	..	13	..
779.	19	25	46	..	46	..	46	..	..	46	46	..	..	42	46	..	42	..	42	..	42	..	38	..	36	2	36	2	38	..
780.	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10	10	..	10	..	10	..	10	..	10	..	10	..
782.	5	53	44	11	43	5	38	14	56	..	57	..	4	50	55	..	53	1	51	..	47	9	37	19	58	1	58	1	58	1
783.	20	1	16	1	18	..	19	2	14	..	14	..	12	..	..	..	11	..	12	..	11	2	11	..	10	..	11	..	11	..
784.	..	6	..	6	..	7	..	7	..	4	4	1	4	1	8	3	8	3	6	5	6	..	9	2	6	..	7	1	9	..
785.	10	..	2	8	9	..	9	..	9	..	..	10	1	9	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
790.	14	..	..	14	..	14	4	6	14	..	14	..	13	..	14	..	12	..	12	..	18	..	13	..	13	..	13	..	13	..
792.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	..	..	..	..	..	..	..	..	..
795.	..	42	45	..	46	..	..	49	47	..	46	..	..	47	46	..	46	..	49	..	53	..	53	..	54	..	53	..	51	..
796.	6	..	6	..	6	..	..	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	..	6	6	..	6	..
797.	..	20	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
798.	..	10	1	9	10	..	..	10	10	..	10	..	..	10	3	7	6	4	10	..	8	2	..	10	3	7	..	10	..	10
801.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
738.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
741.	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..	50	..
742.	9	..	..	9	..	9	9	..	9	..	9	..	9	..	9	..	9	..	5	3	9	..	9	..
743.	14	4	3	16	16	..	16	..	..	21	17	..	16	..	20	3	11	3	17	1	13	4	17	..
744.	7	..	1	5	2	5	8	..	7	..	8	..	..	2	5	1	7	1	..	7	5	1	8	..
746.	..	15	15	..	15	..	15	..	15	..	15	..	..	..	15	..	15	..	17	..	17	..	16	..
750.	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..
751.	16	..	..	16	16	..	16	..	14	2	16	..	11	5	16	..	..	16	..	..	..	..	..	..
755.	69	..	4	66	66	..	66	..	70	..	70	..	..	70	70	..	..	70	1	69	69	..	70	..
760.	8	..	6	..	6	..	5	..	1	10	7	..	2	6	5	2	5	2	6	..	..	..	9	..
761.	24	..	24	..	24	..	24	..	24	..	24	..	..	..	24	..	24	..	..	24	24	..	24	..
764.	13	..	4	9	11	..	12	..	..	14	13	..	2	5	11	..	11	..	12	..	12	..	12	..
765.	17	..	17	..	17	..	17	..	17	..	9	8	11	6	17	..	..	..	6	11	9	1	7	10
767.	9	11	..	13	13	..	12	..	10	3	11	..	12	..	12	..	..	12	..	13	13	..	..	..
768.	12	..	19	..	8	..	8	..	18	..	12	..	5	1	15	1	..	15	..	16	14	2	10	1
769.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	5	5	10	..	1	9	9	1	10	..
770.	8	..	..	8	8	..	8	..	8	..	8	..	8	..	..	7	..	8	..	8	..	8	..	..
771.	16	..	..	16	16	..	16	..	16	..	16	..	..	16	16	..	16	..	..	16	16	..	16	..
774.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	198	..	..	..
775.	13	..	13	14	..	14	..	14	..	13	..	14	..	11	4	..	10	10	..	13	..	14	..	..
779.	..	37	37	..	36	..	34	..	34	..	34	..	..	34	..	34	..	34	..	34	31	..	31	..
780.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	..	..	..
782.	6	47	23	27	58	..	57	..	58	..	56	..	58	..	41	..	29	18	3	54	48	10	..	..
783.	12	1	13	..	13	..	13	..	11	2	13	..	13	..	13	..	13	..	..	..	..	..	..	..
784.	2	1	5	1	10	1	8	..	7	..	7	..	..	3	4	..	2	..	5	4	8	..	5	..
785.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	10	..	10	..
790.	13	..	..	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	3	10	13	..	13	..
792.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	..	..	..
795.	50	..	..	49	..	47	..	52	..	52	44	..	47	..	45	..	44	..	45	1	46	..	43	1
796.	6	..	..	6	6	..	6	..	2	3	5	1	6	..	6	..	6	..	6	..	6	..	..	..
797.	20	..	..	20	20	..	20	..	20	..	20	..	20	..	20	..	..	20	..	20	20	..	20	..
798.	9	1	8	2	1	9	3	7	..	10	10	..	6	5	5	6	..	10	2	8	10	..	10	..
801.	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	..	36	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
802.	5	14	15	4	8	10	18	20	11	7	14	4	..	18	..	20	2	16	..	19	..	19	11	5	3	15	2	14	6	11
803.	9	..	9	..	9	..	9	..	9	..	9	..	8	1	9	..	9	..	9	..	..	..	9	..	9	..	..	9	9	..
808.	72	38	95	17	113	..	113	..	113	..	114	..	114	..	114	..	114	..	114	..	..	114	114	..	114	..	4	99	95	..
810.	59	1	77	..	63	..	53	..	38	6	44	4	46	2	46	..	46	..	35	..	40	3	30	..	34	2	35	..	35	..
813.	..	12	12	..	12	..	7	..	..	14	13	..	..	8	4	10	9	..	..	12	4	..	..	15	..	15	1	6	16	..
815.	..	..	10	..	10	..	10	..	10	..	10	..	9	1	6	4	10	..	9	1	2	8	10	..	10	..	..	10	10	..
819.	30	8	39	..	34	5	39	..	35	..	28	3	30	1	33	..	33	..	33	..	..	33	2	31	..	34	7	26	31	..
820.	..	10	10	..	..	10	7	3	5	5	..	11	9	2	11	..	..	11	1	10	11	..	..	11	11	..	2	9	11	1
821.	..	16	7	9	..	16	..	16	7	7	12	..	2	7	..	16	..	16	16	..	16	..	..	9	14	..	1	13	11	..
822.	9	..	1	8	9	..	9	..	9	..	..	9	7	2	9	..	3	6	6	3	..	9	9	..	9	..	..	9	9	..
826.	..	..	8	..	8	..	9	..	9	..	10	..	10	..	11	..	11	..	11	..	..	..	12	..	13	..	..	13	13	..
830.	8	..	9	..	9	..	7	..	8	..	8	2	8	..	8	..	8	..	8	..	8	1	..	9	..	7	..	8	7	..
833.	..	14	9	2	..	14	12	..	..	8	4	9	..	14	14	..	14	..	14	..	7	..	6	1	14	1	7	..	8	..
835.	..	16	16	..	..	16	16	..	..	16	16	..	..	16	..	16	..	16	..	16	..	16	..	16	16	..	..	16	16	..
836.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	2	16	18	..
837.	9	..	9	..	8	1	9	..	9	..	9	..	9	..	..	10	10	..	8	2	..	10	10	..	5	5	..	10	10	..
838.	..	13	..	13	..	13	13	..	..	13	..	13	..	13	..	11	..	13	..	13	..	13	13	..	13	..	..	13	13	..
841.	10	..	6	4	10	..	1	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	6	4	10	..	..	..
842.	..	13	15	..	10	1	16	..	15	..	12	..	1	12	14	..	8	3	11	..	..	12	..	14	15	..	..	9	16	..
844.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
846.	1	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	21	..	..	..	21	..
847.	9	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	..	16	..	16	..	..	..	16	..
848.	..	..	..	..	..	..	..	..	6	11	15	..	..	18	..	18	..	18	1	17	8	11	3	17	17	..	18	..	17	..
849.	16	..	16	..	16	..	16	..	..	..	3	13	16	..	16	..	16	..	16	..	..	..	7	9	16	..	..	..	16	..
850.	1	7	2	6	2	6	..	8	8	..	8	..	8	..	8	..	8	..	8	..	..	..	8	..	8	..	..	..	..	..
855.	14	..	14	..	14	..	7	7	..	14	2	12	3	11	13	1	9	5	11	..	2	12	..	14	..	14	..	14	14	..
858.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..	14	..	..	..	14	..
859.	27	..	31	..	39	..	27	..	26	..	26	..	..	30	27	..	27	..	27	..	..	..	23	..	27	..	1	22	25	..
860.	13	2	20	..	14	..	10	..	16	..	7	..	15	..	13	..	16	..	16	..	10	..	..	14	6	3	..	..	25	..
865.	18	6	24	..	..	..	19	5	..	..	20	4	19	5	15	9	20	4	19	5	4	20	24	..	..	..	..	..	18	6
867.	..	10	2	..	2	5	9	..	7	..	9	..	8	..	8	..	5	..	5	..	..	9	..	7	6	..	..	8	12	..
868.	20	..	25	..	26	..	26	..	28	..	28	..	26	..	24	2	28	..	28	..	..	28	28	..	28	..	..	28	28	..
870.	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	12	..	12

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
802.	21	..	20	..	13	4	1	18	8	11	7	13	..	..	..	20	18	1	..	18	12	6	..	20	15	6	15	6	..	21
803.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	9	..	9	..	9	..	..	9
808.	95	..	95	..	88	..	67	21	..	88	74	..	114	..	69	..	68	1	1	69	22	12	5	62	34	..	21	13	9	26
810.	30	..	28	..	33	..	35	..	33	..	34	..	32	..	35	1	36	4	4	36	3	25	32	1	29	2	33	..	..	37
813.	16	..	..	7	..	3	..	8	..	10	7	..	9	..	..	10	14	1	1	14	1	11	11	..	6	..	13	1	..	12
815.	10	..	10	..	10	..	8	2	7	3	10	..	10	..	10	..	10	..	..	10	8	2	1	9	10	..	10	..	..	10
819.	31	..	32	1	32	1	31	4	33	3	33	3	33	3	32	1	31	2	2	31	33	..	33	..	33	..	33	..	..	33
820.	11	..	11	..	11	..	..	11	..	11	11	..	11	..	..	11	11	..	..	11	11	..	11	..	11	..	..	11	..	11
821.	10	..	7	2	6	1	..	10	..	9	9	..	9	..	9	..	9	..	..	9	9	..	9	..	8	1	8	1	10	..
822.	9	..	8	1	9	..	9	..	9	..	9	..	9	..	9	..	2	7	..	9	8	..	8	1	..	9	9	..	6	1
826.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	13	..	13	..	8	4	..	9
830.	8	..	8	..	7	..	1	8	..	6	9	1	..	7	1	6	7	1	..	7	4	1	7	..	3	3	10	..	..	8
833.	16	..	7	..	14	..	11	..	11	..	9	..	16	..	5	2	10	..	..	10	15	..	10	..	14	..	14	..	14	..
835.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	16	..	16	16	..	16	..	16	..	..	16
836.	18	..	18	..	18	..	..	18	..	18	18	..	18	..	18	..	9	9	..	..	18	..	18	..	18	..	18	..	..	18
837.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	10	..	10	..	6	4
838.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	13	..	13	..	..	13	..	11	..	13
841.	8	..	8	..	8	..	2	6	2	6	..	8	..	8	..	8	..	8	..	..	2	6	..	8	..	8	..	..	..	8
842.	13	..	13	..	12	..	7	5	12	..	12	..	..	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	12
844.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	9	1	10	..	10	..	..	10
846.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	21	..	21	..	21	..	21	..	..	21
847.	16	..	16	..	16	..	..	16	..	16	16	..	13	3	16	..	1	15	10	2	17	..	..	17	15	2	17	..	..	17
848.	9	..	10	1	10	1	17	..	15	..	12	2	..	..	11	..	12	..	..	..	12	1	12	1	12	..	12	..	..	12
849.	16	..	16	..	16	..	16	..	16	..	..	..	16	..	16	..	..	..	..	..	16	..	16	..	16	..	16	..	16	..
850.	8	..	8	..	8	..	2	6	2	6	8	..	..	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	3	5
855.	14	..	..	14	..	14	..	14	14	..	12	2	..	..	14	..	12	2	2	12	6	8	14	..	14	..	..	14	..	14
858.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	14	..	14	..
859.	25	..	25	..	..	..	29	..	27	..	25	..	26	..	18	..	28	..	..	28	30	..	28	..	28	..	29	..	..	31
860.	33	..	34	..	31	..	37	..	37	..	27	..	..	..	29	..	22	..	..	22	..	40	26	..	13	5	22	..	..	32
865.	17	7	23	1	24	..	20	4	20	4	24	..	24	..	23	1	23	1	1	23	23	1	24	1	24	1	24	1	..	24
867.	12	..	4	1	..	9	8	..	10	..	8	..	19	..	6	..	1	1	..	..	5	2	5	1	9	..	4	1	3	4
868.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	27	..	26	2	..	26	..	28	28	..	28	..	..	28	..	28
870.	..	..	..	12	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
802.	16	5	..	20	14	5	..	19	..	19	18	1	2	17	..	..	4	9	..	..	8	..	4	6	13	..	12	1	12	1
803.	8	1	1	8	9	..	1	8	..	9	9	..	6	1	9	..	9	..	9	..	8	1	8	1	9	..	8	1	8	1
808.	34	1	35	..	35	..	18	19	37	..	40	..	40	..	41	..	36	..	37	..	25	12	12	25	37	..	1	36	1	36
810.	31	1	32	..	30	..	..	36	29	..	31	..	24	..	28	..	28	..	26	..	28	3	21	1	27	..	29	1	25	2
813.	12	1	3	..	2	..	9	..	10	..	10	..	..	16	16	..	9	..	14	..	16	..	16	..	16	..	16	..	16	..
815.	10	..	10	..	10	..	5	5	10	..	10	..	10	..	10	..	1	9	10	..	10	..	5	5	1	9	9	1	6	4
819.	31	2	33	..	33	..	..	32	5	28	..	32	..	28	..	..	12	..	12	..	10	1	..	11	11	..	..	11	..	11
820.	2	9	10	1	11	..	10	1	11	..	10	..	..	..	..	..	..	..	..	..	8	2	2	8	10	..	2	8	2	8
821.	9	..	..	9	9	..	9	..	9	..	9	..	..	9	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
822.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	4	3	7	..	5	2	5	2	7	..	5	2	5	2
826.	11	..	11	..	12	..	3	9	14	..	12	2	14	..	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
830.	..	8	5	..	7	..	1	6	..	..	..	6	..	..	..	..	8	..	5	..	5	..	6	..	8	..	8	..	7	..
833.	5	1	16	..	14	..	14	..	3	2	7	..	..	..	..	..	8	..	2	..	6	1	6	1	6	..	6	1	7	1
835.	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
836.	18	..	18	..	17	..	4	13	17	..	..	17	3	14	16	1	17	..	17	..	17	..	17	..	17	..	17	..	17	..
837.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
838.	8	..	8	..	8	..	8	..	..	8	9	..	..	9	9	..	9	..	9	..	..	..	..	9	9	..	..	9	..	9
841.	..	8	..	10	..	10	..	11	11	..	10	1	..	11	..	11	11	..	11	..	9	2	9	2	11	..	2	9	2	.. 9
842.	5	4	..	13	6	..	2	8	9	..	10	..	8	1	8	2	11	..	11	..	10	1	7	2	12	..	11	..	10	1
844.	10	..	10	..	10	..	10	..	10	..	9	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
846.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
847.	17	..	17	..	17	..	17	..	16	1	17	..	..	17	17	..	17	..	17	..	..	..	..	17	17	..	..	17	..	17
848.	5	9	8	2	8	2	10	..	6	4	10	..	7	3	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
849.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
850.	..	8	..	8	..	8	..	8	..	8	8	..	..	8	8	..	8	..	8	..	8	..	..	8	8	..	..	8	..	8
855.	3	11	14	..	14	..	12	2	..	14	..	14	..	14	5	9	14	..	14	..	7	1	7	1	7	2	..	9	2	7
858.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
859.	15	..	29	..	25	..	25	..	22	..	17	..	..	21	16	..	16	..	17	..	17	..	18	..	14	..	16	..	17	..
860.	5	1	..	37	12	..	..	35	15	..	..	27	25	..	..	..	..	21	22	..	26	..	..	26	27	..	..	23	..	23
865.	24	..	24	..	24	..	24	..	24	..	24	..	..	..	..	..	..	..	24	..	22	2	2	22	24	..	2	22	2	22
867.	2	3	2	6	..	6	6	1	8	..	5	..	5	..	4	1	7	..	7	..	10	..	6	1	5	1	8	..	8	..
868.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	27	..	27	..	27	..	27	..	27	..	26	..	25	..
870.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
802.	14	2	13	2	10	6	14	..	12	1	8	6	..	.	6	7	..	12	..	..	8	1	8	4
803.	6	3	8	..	9	..	9	..	9	..	9	..	7	1	7	..	..	8	1	8	8	1	..	..
808.	37	..	10	27	37	..	37	..	36	1	37	..	36	1	37	..	35	..	28	4	31	1	32	..
810.	25	..	..	25	19	..	19	..	23	3	22	..	21	..	38	..	..	24	10	16	22	2	21	2
813.	16	..	16	..	16	..	15	1	14	..	16	..	16	..	16	..	..	6	1	9	7	3	12	1
815.	6	4	7	3	8	2	9	1	1	9	10	..	7	3	10	..	1	9	..	10	5	5	..	..
819.	11	..	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	12	..	..	..	..
820.	9	1	8	2	9	1	10	..	..	10	10	..	..	..	..	..	..	..	..	..	..	..	..	..
821.	..	10	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	..	10	..	10	..	10
822.	7	..	7	..	7	..	7	..	1	6	7	..	4	3	6	1	..	7	4	3	5	2	7	..
826.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	11	..	3	11	..	14	14	..	..	14
830.	7	..	6	..	7	..	7	..	7	1	..	..	..	..	7	..	7	..	3	4	..	..	..	..
833.	6	..	..	5	6	1	6	..	9	..	9	..	..	..	1	10	..	..	..	..	..	..	..	..
835.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	..	..	..
836.	17	..	15	2	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..
837.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
838.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	..	9
841.	..	11	..	11	11	..	10	1	7	4	..	11	11	..	3	8	..	..	5	8	..	..	..	..
842.	11	..	..	12	12	..	12	..	12	..	11	..	12	..	8	4	10	2	1	11	8	4	9	..
844.	10	..	10	..	10	..	10	..	10	..	10	..	1	6	2	7	..	10	..	10	..	..	..	..
846.	21	..	..	21	21	..	21	..	21	..	21	..	..	..	21	..	21	..	..	21	21	..	21	..
847.	17	..	..	17	..	17	17	..	17	..	16	..	..	16	..	16	2	10	..	15	..	15	..	15
848.	9	1	10	..	10	..	10	..	10	..	10	..	9	1	10	..	10	..	9	1	9	1	10	..
849.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
850.	..	8	..	8	8	..	..	8	..	8	8	..	..	8	8	..	..	8	8	..	8	..	..	8
855.	..	9	9	..	9	..	..	9	..	8	9	..	8	..	8	..	..	..	..	8	..	..	8	..
858.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
859.	15	..	17	..	12	..	17	..	17	..	16	..	..	17	16	..	16	..	..	19	..	..	..	..
860.	..	29	..	26	19	..	24	..	..	22	..	..	..	..	22	..	..	17	5	17	..	..	..	..
865.	24	..	..	..	24	..	24	..	22	2	20	4	13	11	..	..	..	..	..	..	..	..	..	..
867.	6	..	7	..	7	..	7	..	10	..	6	..	..	5	3	..	..	6	2	5	3	3	4	..
868.	25	..	16	3	25	..	25	..	24	..	24	..	24	..	27	..	26	1	27	1	26	..	25	..
870.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..	..	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
876.	17	2	16	3	12	2	7	7	14	..	14	..	14	..	5	8	6	8	8	6	3	8	10	2	11	..	..	8	12	..
877.	..	42	42	..	..	40	..	36	42	..	42	..	42	..	48	..	48	..	48	..	..	48	..	35	..	30	..	30	30	..
878.	..	25	40	..	..	19	41	1	46	..	30	1	11	3	30	..	35	..	20	1	1	33	1	32	6	4	1	26	14	..
879.	..	20	20	..	..	20	21	..	22	..	25	..	..	25	..	25	..	25	..	25	..	26	26	..	..	28	..	..	25	..
883.	..	30	31	..	..	32	..	29	28	..	32	..	32	1	31	..	34	..	32	..	..	29	23	..	26	..	1	26	28	..
884.	23	..	25	..	24	..	26	..	26	..	26	..	..	25	..	25	..	25	..	25	..	..	..	24	..	24	2	19	17	2
887.	..	15	15	..	..	15	15	..	..	15	15	..	..	15	..	15	..	15	..	15	..	15	15	..	15	..	..	15	15	..
888.	18	..	17	2	8	..	17	..	16	..	14	3	16	..	19	..	17	..	18	..	..	..	16	..	..	..	..	..	9	..
889.	14	2	16	..	16	..	16	..	16	..	16	..	16	..	14	2	14	..	13	1	14	..	14	..	14	..	14	..	14	..
890.	10	1	11	..	11	..	11	..	11	..	11	..	..	11	11	..	8	3	10	..	1	9	2	8	10	..	..	..	10	..
891.	29	..	27	2	25	..	30	1	29	..	29	..	25	..	29	..	29	..	30	..	..	..	30	2	30	..	..	32	29	4
892.	5	..	4	..	7	..	7	..	7	..	5	..	6	..	8	..	8	..	6	..	..	..	7	..	8	..	..	..	8	..
897.	9	..	11	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	..	12	12	..
898.	45	1	35	9	37	9	44	2	28	16	2	44	..	46	44	2	44	2	44	2	46	..	6	40	46	..	46	..	46	..
900.	8	..	8	..	8	..	8	..	8	..	5	3	8	..	8	..	8	..	8	..	..	..	8	..	..	..	..	..	8	..
901.	..	64	64	..	..	64	64	..	..	64	64	..	64	..	..	64	..	64	..	64	..	66	..	66	..	68	..	68	..	68
904.	..	35	35	..	35	..	33	9	34	..	11	20	..	35	4	27	31	4	12	18	..	..	23	3	35	..	35	..	..	..
911.	3	8	3	8	..	8	8	..	..	8	..	8	..	8	8	..	8	..	8	..	..	8	8	..	8	..	..	8	8	..
914.	..	..	30	..	30	..	30	..	30	..	..	30	30	..	30	..	30	..	30	..	..	..	..	30	30	..	..	30	30	..
917.	..	17	13	3	4	..	16	..	10	..	13	..	9	1	3	12	2	12	..	4	..	14	4	13	1	13	..	15	..	14
918.	16	..	16	..	16	..	16	1	17	..	17	..	1	12	17	..	17	..	17	..	17	..	..	18	15	3	18	..	18	..
919.	13	14	29	..	1	28	29	..	29	..	20	9	26	3	20	9	20	9	29	..	..	..	24	..	29	..	..	..	30	..
920.	12	11	26	..	13	3	27	..	25	..	27	..	..	27	20	5	23	1	29	..	26	..	23	..	27	..	..	..	25	..
922.	26	..	26	..	23	3	26	..	26	..	26	..	26	..	26	..	26	..	26	..	..	..	25	..	23	2	3	22	23	2
924.	..	..	4	1	4	1	9	..	5	..	..	10	1	2	1	7	..	2	..	8	6	..	..	..	..	..	..	..	..	..
926.	..	..	..	23	..	..	..	..	..	..	17	1	..	22	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
927.	42	..	42	..	32	..	34	..	34	1	33	..	33	..	33	..	33	..	33	..	1	32	32	..	..	..	10	14	26	..
932.	7	3	..	10	..	13	..	13	13	..	..	13	..	13	..	13	..	13	..	13	13	..	..	13	4	7	1	12	..	13
934.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
938.	7	..	..	14	..	..	8	2	..	..	16	..	7	..	8	..	1	..	7	..	..	8	7	..	8	..	..	8	5	..
939.	4	15	15	..	15	..	15	..	..	15	..	15	15	..	15	..	15	..	15	..	..	..	15	..	15	..	..	..	..	..
940.	..	20	..	..	20	..	20	..	20	..	..	20	10	10	20	..	20	..	20	..	20	..	..	20	..	20	20	..	20	..
941.	13	2	9	3	22	..	22	..	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	22	..	..	22	22	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
876.	10	..	10	..	4	4	..	..	8	3	9	2	11	..	..	11	11	..	..	11	11	..	11	..	11	..	11	..	..	11
877.	30	..	31	..	30	..	..	30	..	30	30	..	31	..	..	30	30	..	..	30	30	..	..	32	..	30	30	..	..	30
878.	4	32	20	..	14	..	..	41	..	30	16	1	..	..	..	..	3	18	..	..	29	..	1	19	..	10	8	1	11	..
879.	27	..	28	..	27	..	29	..	29	..	28	..	29	..	23	..	21	..	..	21	21	..	18	..	18	..	21	..	..	18
883.	27	..	26	..	28	..	28	..	29	..	29	..	30	..	29	..	29	..	..	25	27	..	27	..	..	29	28	..	..	27
884.	19	..	18	..	18	..	15	..	18	..	18	..	7	1	10	2	15	..	..	15	7	1	..	12	..	13	4	9	..	14
887.	15	..	15	..	15	..	..	15	..	15	15	..	15	..	15	..	15	..	..	15	15	..	15	..	15	..	..	15	..	15
888.	13	..	11	..	8	1	5	1	9	2	11	1	11	1	9	..	12	..	12	..	13	1	..	13	12	..	11	1	..	13
889.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	13	1	..	14	14	..	14	..	14	..	14	..	..	14
890.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	..	10	10	..	10	..	1	9	..	10	..	10
891.	32	..	30	..	24	1	31	..	32	..	31	..	32	..	31	..	31	..	18	3	31	..	31	..	31	..	30	1	5	17
892.	4	..	6	..	8	..	7	..	6	..	..	..	9	..	8	..	7	..	..	7	6	..	8	..	8	..	6	..	..	8
897.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	10	..	..	10	10	..	10	..	10	..	10	..	..	10
898.	46	..	46	..	46	..	46	..	46	..	46	..	..	46	46	..	45	1	..	46	46	..	..	46	..	46	10	36	..	46
900.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	2	6	..	8
901.	..	74	76	..	76	..	..	80	..	80	..	80	..	..	..	80	72	7	..	..	..	80	..	80	..	80	..	..	..	80
904.	33	..	32	..	34	..	30	2	30	2	30	2	34	..	34	..	34	..	..	34	34	..	34	..	34	..	34	..	34	..
911.	8	..	8	..	8	..	..	8	..	8	8	..	8	..	..	8	..	8	..	..	8	..	8	..	8	..	8	..	..	8
914.	30	..	30	..	30	..	..	30	..	30	..	30	..	..	30	..	30	..	..	..	..	30	..	30	..	30	30	..	..	30
917.	9	6	1	9	2	12	1	13	1	13	..	11	9	..	1	11	8	..	2	6	3	8	..	15	..	10	..	9	..	16
918.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	11	..	..	7	18	..	18	..	18	..	18	..	..	18
919.	30	..	28	..	27	..	30	..	27	..	27	..	30	..	27	..	..	..	..	..	25	..	25	..	24	..	..	..	..	26
920.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	17	..	17	17	..	15	..	1	15	15	..	..	16
922.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	2	23	25	..	..	25	25	..	25	..	25	..	23	2	..	25
924.	..	..	..	..	..	..	..	..	..	..	..	..	10	..	..	7	4	..	..	4	5	1	6	1	1	6	6	..	..	7
926.	..	..	..	..	..	..	..	..	..	..	..	..	23	..	..	..	..	..	..	..	18	4	..	..	..	..	23	..	..	23
927.	13	..	14	..	15	..	16	..	15	..	14	..	26	..	17	..	10	6	..	15	14	..	14	1	20	..	17	2	16	..
932.	13	..	8	5	5	7	..	13	11	2	..	13	13	..	3	10	..	13	..	13	..	13	5	8	13	..	13	..	..	13
934.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	3	5	8	..	8	..
938.	7	..	8	..	5	..	8	..	..	8	8	..	8	..	8	..	8	..	3	5	8	..	8	..	8	..	8	..	..	8
939.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	..	15
940.	20	..	20	..	20	..	18	2	18	2	20	..	17	3	20	..	16	4	4	16	20	..	7	13	7	12	20	..	..	20
941.	22	..	22	..	..	22	2	20	2	20	20	..	21	3	..	20	20	..	..	20	20	..	20	..	20	..	7	5	3	10

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
876.	11	..	..	11	11	..	10	1	11	..	10	1	9	2	2	8	10	..	8	2	..	11	..	11	11	..	11	..	11	..
877.	..	30	30	..	..	30	30	..	29	..	..	30	29	..	29	..	..	24	..	23	..	23	..	23	..	23	..	22	..	24
878.	6	..	..	10	..	12	12	..	2	10	7	2	..	11	..	11	6	3	9	..	9	..	10	..	10	..	12	..	11	..
879.	17	..	14	..	14	..	13	1	13	..	12	..	..	12	12	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
883.	27	..	..	29	..	28	28	..	26	1	28	..	27	..	28	..	26	..	26	..	..	28	..	26	24	..	..	27	..	27
884.	5	4	15	..	13	..	..	12	10	..	17	..	1	8	11	1	10	..	11	..	14	..	12	..	12	..	12	..	12	..
887.	15	..	..	15	15	..	15	..	..	15	15	..	..	15	15	..	15	..	..	15	15	..	15	..	15	..	15	..	15	..
888.	..	13	..	11	7	..	..	11	3	2	8	..	16	..	4	10	4	10	10	..	20	..	18	1	19	..	19	1	19	..
889.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	12	2	14	..	10	4	11	3	14	..	10	4	10	4
890.	..	10	..	10	1	9	..	10	10	..	..	10	..	10	..	10	11	..	11	..	11	..	11	..	11	..	..	11	..	11
891.	22	2	32	..	32	..	1	31	31	1	32	..	1	24	17	..	17	..	16	..	17	..	17	2	18	..	18	..	18	..
892.		..	7	..	8	..	8	..	8	..	6	..	3	..	..	..	6	..	7	..	8	..	6	..	5	..	7	..	8	..
897.	1	..	..	10	..	10	..	10	10	..	9	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
898.	46	..	..	46	..	46	..	46	..	46	46	..	..	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..
900.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
901.	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	..	..	85	..	85	..	85	..	85
904.	..	34	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..	34	..
911.	..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
914.	30	..	..	30	..	30	..	30	..	30	30	..	..	30	..	30	..	30	..	30	30	..	..	30	30	..	..	30	..	30
917.	1	9	..	14	1	14	8	6	3	7	..	10	..	13	..	15	..	15	..	15	9	2	2	9	1	14	2	9	..	15
918.	18	..	18	..	18	..	12	6	18	..	18	..	17	1	..	..	18	..	18	..	14	4	14	4	18	..	14	4	17	1
919.	..	..	24	..	24	..	23	2	24	..	26	..	24	..	..	..	..	..	..	..	10	11	10	6	21	..	..	..	..	..
920.	8	5	11	3	17	..	..	16	17	..	1	9	3	6	12	..	12	..	10	..	10	1	10	1	10	1	10	1	10	1
922.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
924.	8	..	..	8	..	7	8	..	..	8	8	..	..	8	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..
926.	..	..	14	4	..	..	..	23	..	..	..	..	..	..	..	..	..	..	..	..	23	..	..	..	..	..	..	..	..	..
927.	17	..	4	13	18	..	16	..	18	1	13	..	2	12	15	..	11	..	12	..	24	..	13	..	12	..	14	..	12	..
932.	13	..	13	..	4	8	..	..	13	..	13	..	..	13	1	12	11	2	13	..	6	7	1	11	11	1	1	12	2	11
934.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	1	8	..	8	..	8	..	8	..
938.	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	..	..	..	..	..
939.	15	..	15	..	..	15	15	..	15	..	..	..	..	..	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
940.	20	..	15	5	15	5	20	..	20	..	20	..	12	8	..	..	18	2	12	8	18	2	16	4	20	..	16	4	16	4
941.	15	..	..	15	13	1	10	..	10	..	10	..	10	..	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
876.	..	11	3	8	6	5	..	11	..	11	11	..	..	11	11	..	..	11	..	11	..	11	1	11
877.	..	24	..	25	23	..	22	..	24	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..
878.	1	9	9	..	10	..	10	..	10	..	8	..	..	10	8	..	2	7	..	11	8	..	2	7
879.	6	..	6	..	..	6	..	6	6	..	6	..	6	..	2	4	..	6	..	6	..	6	..	6
883.	27	..	..	25	25	1	25	..	25	..	26	..	26	..	7	19	..	25	1	27	..	..	..	..
884.	11	..	..	12	12	..	12	..	12	..	12	..	12	..	13	..	13	..	12	..	13	..	12	..
887.	15	..	..	15	15	..	15	..	15	..	15	..	15	..	..	15	15	..	..	15	..	15	..	15
888.	8	8	9	3	12	2	13	1	12	..	11	1	7	6	12	1	2	9	..	12	12	1	15	..
889.	14	..	..	14	14	..	14	..	..	14	14	..	..	14	..	14	4	10	9	5	11	3	14	..
890.	..	11	..	11	..	11	..	11	1	10	11	..	..	11	..	11	..	11	..	11	..	11	..	11
891.	9	..	1	17	12	..	17	..	17	..	18	..	12	1	13	..	13	..	13	..	14	..	13	..
892.	8	..	7	..	6	..	5	..	4	..	8	..	4	..	6	..	8	..	4	..	8	..	8	..
897.	10	..	..	..	..	9	9	..	10	..	10	..	..	10	10	..	..	10	..	10	..	..	..	10
898.	46	..	..	46	46	..	46	..	46	..	46	..	46	..	46	..	46	..	46	..	..	46	..	..
900.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
901.	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	85	..	..	..	..	..	..
904.	34	..	34	..	34	..	34	..	34	..	35	..	34	..	34	..	34	..	..	34	34	..	34	..
911.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	8	8	..	8	..
914.	30	..	..	30	30	..	30	..	..	30	30	..	..	30	30	..	30	..	..	30	..	..	..	..
917.	8	3	..	16	6	2	..	13	2	2	..	10	1	11	..	11	..	14	..	7	..	7	..	7
918.	18	..	18	..	18	..	18	..	18	..	18	..	17	1	..	18	..	18	3	15	6	5	18	..
919.	2	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
920.	12	..	12	..	12	..	9	3	..	12	12	..	1	8	..	12	..	12	..	12	..	..	..	..
922.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
924.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..
926.	..	..	1	19	..	..	..	..	..	..	..	..	..	..	22	1	1	14	2	13	21	4	..	..
927.	12	1	13	..	14	..	13	..	14	..	9	1	..	..	..	14	..	13	..	13	..	13	..	13
932.	1	12	1	12	2	11	9	2	9	1	10	2	..	12	..	12	10	2	7	3	..	..	..	..
934.	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..
938.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
939.	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	..	..	15	..	15	..
940.	1	19	10	15	20	..	..	20	..	20	20	..	15	10	20	..	20	..	3	17	17	3	7	12
941.	12	..	4	2	7	..	9	..	9	..	9	..	7	..	..	7	..	7	..	3	9	..	4	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
943.	14	..	15	..	15	..	13	1	13	..	9	..	10	..	11	2	11	..	13	..	..	14	7	..	11	..	1	11	11	..
944.	19	..	19	..	19	..	19	..	19	..	19	..	2	17	19	..	19	..	18	1	..	..	19	..	19	..	..	..	20	..
945.	27	4	23	5	12	10	14	12	25	2	15	7	28	3	21	8	26	1	28	1	..	..	13	14	31	..	..	..	16	..
947.	..	44	45	..	..	45	46	..	48	..	40	4	41	1	33	1	42	..	47	..	..	47	..	45	..	50	..	50	50	..
948.	..	77	..	79	..	79	..	..	79	..	76	..	73	..	72	..	72	..	72	..	..	71	71	..	71	..	..	71	67	..
952.	17	..	16	..	17	..	19	..	18	..	18	..	18	..	18	..	19	..	18	..	..	..	..	15	19	..	17	..	..	..
956.	17	..	17	..	17	..	16	..	17	..	..	17	5	7	10	..	12	1	11	..	..	17	3	7	13	..	..	..	14	..
958.	13	14	13	14	13	14	22	..	33	..	25	..	22	..	33	..	33	..	33	..	33	..	33	..	33	..	..	33	33	..
959.	7	..	..	9	3	2	..	6	6	..	6	..	4	4	5	..	3	1	3	1	8	..	..	10	10	..	10	..	9	1
965.	20	..	15	..	20	..	20	..	20	..	20	..	..	20	1	19	..	19	9	10	18	..	17	..	17	..	17	..	17	..
970.	..	12	12	..	..	12	12	..	12	..	12	..	..	12	..	12	..	12	..	12	..	..	..	12	12	..	..	12	12	..
973.	16	..	11	4	12	..	13	..	23	..	14	2	..	19	13	..	17	5	9	9	1	13	5	18	14	4	..	22	9	5
979.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	12	12	..	1	11	1	11
982.	13	..	13	..	13	..	13	..	12	1	13	..	9	1	13	..	13	..	13	..	13	..	13	..	6	4	8	..	7	..
985.	27	1	36	..	36	..	30	..	39	..	39	..	30	9	38	1	37	2	39	..	37	2	..	36	28	..	18	..	7	1
986.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
987.	..	10	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	2	8	10	..
988.	27	..	26	1	31	..	31	..	31	..	31	..	31	..	30	..	29	..	29	..	..	..	22	..	19	..	1	11	15	..
989.	6	2	8	..	6	2	8	..	8	..	8	..	..	8	..	8	..	6	..	8	..	..	8	..	..	8	..	8	8	..
991.	8	..	8	..	9	..	10	1	9	..	9	..	9	..	11	..	11	..	10	..	..	10	8	..	5	3	2	6	9	..
997.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	13	..	13	..	..	13	13	..
999.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	..	9	9	..
1005.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..
1010.	37	..	37	..	35	..	37	..	37	..	36	..	34	..	34	..	36	..	35	..	35	..	2	35	33	4	..	..	..	..
1011.	..	16	1	15	15	2	12	..	17	..	15	2	15	2	8	3	13	2	15	1	1	16	4	7	9	4	..	13	10	..
1014.	15	1	15	1	15	1	15	1	15	1	10	1	10	4	10	1	11	1	11	1	2	11	6	4	11	1	3	11	12	1
1016.	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..
1020.	..	11	..	11	..	11	11	..	..	11	11	..	11	..	11	..	11	..	11	..	..	11	..	11	11	..	..	11	11	..
1022.	24	..	21	3	24	..	21	3	24	..	15	9	2	22	20	4	17	7	16	8	..	..	16	..	1	19	..	..	19	..
1024.	20	5	23	..	22	1	25	..	21	..	22	..	21	..	20	..	23	..	22	..	..	25	20	..	12	..	..	..	19	..
1027.	16	..	16	..	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..	16	..	16	..	16	..	..	..	16	..
1033.	3	13	14	2	9	7	16	..	14	2	16	..	16	..	15	1	16	..	16	..	..	..	16	..	16	..	..	16	16	..
1034.	17	..	4	12	15	..	17	..	15	..	17	..	16	..	..	13	..	16	1	15	..	16	16	..	11	2	2	11	12	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
943.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	7	3	15	..	1	16	4	4	12	..	12	..	16	..	..	15
944.	20	..	20	..	19	1	19	1	19	1	17	3	17	3	12	8	12	8	..	20	20	..	20	..	20	..	20	..	..	20
945.	16	..	16	..	16	..	15	1	16	..	16	..	16	..	14	2	5	12	..	16	15	1	16	..	15	1	16	..	..	16
947.	49	..	49	..	46	..	..	49	..	46	48	..	..	..	44	..	36	..	..	2	38	2	1	39	..	37	43	..	43	..
948.	69	..	67	..	67	..	..	67	..	68	68	..	68	..	68	..	68	..	..	..	68	..	65	..	65	..	65	..	..	65
952.	12	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	10	..	..	..	..	..	..	..	..	..	18	..	..	11
956.	14	..	12	..	15	..	12	..	10	..	10	..	19	..	6	5	14	..	..	14	8	5	9	..	11	2	15	2	..	..
958.	33	..	33	..	33	..	33	..	31	2	30	3	33	..	33	..	33	..	..	..	33	..	24	9	33	..	33	..	..	..
959.	10	..	9	..	9	..	..	..	5	1	10	..	..	10	10	..	5	2	2	5	7	..	7	..	2	5	4	..	..	8
965.	17	..	16	..	15	..	15	..	14	..	12	..	20	..	12	..	..	12	..	..	10	..	9	..	9	..	..	9	9	..
970.	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	..	..	12	..	..	6	..	12	12	..	12	..	..	12
973.	22	1	20	..	21	..	21	..	21	..	21	..	18	2	18	..	20	..	..	20	16	3	23	..	16	..	21	1	..	25
979.	12	..	12	..	12	..	..	12	..	12	12	..	12	..	..	12	12	..	..	12	..	12	..	12	12	..	..	12	..	12
982.	8	..	3	3	7	..	10	..	10	..	10	..	10	..	2	5	..	9	..	9	..	8	9	..	9	..	9	..	9	..
985.	13	..	14	..	14	..	3	8	2	10	4	8	10	2	13	..	10	3	12	2	11	1	14	..	12	..	12	2	2	10
986.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	..	9
987.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	..	10	10	..	10	..	10	..	10	..	..	10
988.	15	..	6	..	7	..	26	..	22	..	23	..	26	..	20	..	17	..	..	22	21	..	16	..	21	1	29	..	..	29
989.	8	..	8	..	8	..	..	8	..	8	..	8	..	..	1	7	8	..	..	8	8	..	7	1	1	7	8	..	..	8
991.	10	2	11	..	11	..	1	6	8	1	9	..	4	5	8	..	6	..	..	6	11	..	9	..	8	..	9	..	1	9
997.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	..	13	13	..	13	..	13	..	13	..	..	13
999.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	5	4	..	8	..	8	..	8
1005.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	6	2	8	..	..	8	..	8
1010.	30	..	26	1	27	..	30	..	30	..	30	..	30	..	17	..	1	11	..	..	1	19	15	..	12	2	28	..	15	8
1011.	..	..	..	..	..	..	..	..	..	..	..	..	13	..	..	..	..	..	..	..	..	..	..	..	..	..	17	..	..	13
1014.	10	1	8	2	10	..	6	3	8	2	10	1	10	1	7	2	6	3	3	4	..	9	2	4	6	2	3	6	..	8
1016.	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	..	168	168	..	168	..	168	..	168	..	168	..
1020.	11	..	11	..	..	11	11	..	..	11	..	11	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11
1022.	19	..	15	1	16	2	16	2	18	..	18	..	18	1	18	..	13	2	2	13	16	..	17	..	17	..	16	1	6	9
1024.	18	..	15	..	18	..	20	..	19	..	17	..	19	..	17	..	19	..	..	19	18	..	17	..	20	..	11	..	..	14
1027.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..	..	16	..	16
1033.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	13	3	..	13	16	..	16	..	16	..	16	..	..	16
1034.	12	..	11	..	10	1	9	2	10	1	11	..	9	2	7	3	1	9	1	9	..	10	1	9	10	..	9	1	1	9

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
943.	11	..	3	6	..	6	15	..	2	8	10	..	5	3	2	6	5	..	8	1	8	1	2	7	5	6	..	10	..	10
944.	19	1	7	12	17	2	..	19	19	..	19	..	19	1	..	..	19	1	18	2	18	1	16	4	20	..	13	7	17	3
945.	16	..	16	..	16	..	15	1	16	..	16	..	8	7	16	..	..	..	..	..	16	..	..	..	..	..	..	..	..	..
947.	26	..	..	38	14	..	4	32	..	41	44	..	..	41	..	26	7	..	26	..	24	..	26	..	25	..	..	25	..	25
948.	..	65	65	..	64	..	1	64	1	64	65	..	..	65	65	..	65	..	..	65	65	..	65	..	65	..	65	..	63	..
952.	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
956.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
958.	29	4	33	..	33	..	..	33	33	..	33	..	33	..	33	..	33	..	33	..	33	..	..	33	..	33	..	33	..	33
959.	6	..	2	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
965.	9	..	9	..	9	..	..	9	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..	..	..	..	..	..	..
970.	12	..	..	12	12	..	..	12	9	3	12	..	..	12	12	..	10	..	7	2	..	12	..	12	9	3	..	12	..	12
973.	18	7	2	14	4	11	15	..	2	13	..	13	11	..	13	3	12	..	20	..	23	..	15	..	15	..	15	..	15	..
979.	11	1	12	..	12	..	12	..	12	..	12	..	..	12	..	12	..	12	..	12	12	..	12	..	12	..	12	..	12	..
982.	..	9	..	9	9	..	..	9	9	..	9	..	..	9	..	..	9	..	..	..	9	..	..	..	..	..	..	..	..	..
985.	11	1	2	8	11	..	8	4	12	..	11	..	6	..	8	2	5	..	2	4	8	2	..	2	8	..	..	6	2	3
986.	9	..	..	9	..	9	..	9	9	..	..	9	6	3	..	..	9	..	9	..	7	2	7	2	9	..	7	2	7	2
987.	10	..	10	..	10	..	..	10	10	..	..	10	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..
988.	..	23	1	20	1	10	2	13	5	..	13	1	..	17	18	..	4	..	9	..	26	..	15	..	15	..	19	..	19	..
989.	8	..	..	8	6	2	..	8	7	1	8	..	..	8	..	8	8	..	8	..	8	..	8	..	..	8	8	..	8	..
991.	8	1	6	1	6	..	10	..	9	..	5	..	8	..	7	..	8	..	7	..	9	..	5	..	10	..	9	..	9	..
997.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
999.	8	..	1	7	8	..	1	8	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1005.	8	..	8	..	8	..	..	8	..	8	8	..	8	..	7	..	7	..	..	7	8	..	8	..	8	..	8	..	8	..
1010.	..	29	20	4	7	3	2	22	22	..	..	..	2	17	10	..	..	..	..	..	30	..	..	..	..	..	..	..	..	..
1011.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1014.	6	2	7	1	8	1	9	..	2	5	6	2	5	1	6	1	9	..	5	..	9	..	2	3	7	2	5	2	2	5
1016.	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..	168	..
1020.	..	11	11	..	..	11	11	..	..	11	11	..	..	11	11	..	..	11	..	11	11	..	11	..	11	..	11	..	11	..
1022.	16	1	12	..	16	..	3	14	14	..	16	..	16	..	15	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1024.	13	..	14	..	10	..	..	11	10	..	..	11	3	..	13	..	15	..	13	..	19	..	14	..	12	..	11	..	10	..
1027.	16	..	16	..	16	..	..	16	..	16	16	..	..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1033.	16	..	16	..	16	..	..	16	16	..	16	..	16	..	16	..	16	..	16	..	16	..	9	7	16	..	16	..	16	..
1034.	10	..	7	3	8	1	7	..	7	..	10	..	1	9	10	..	9	..	9	..	8	..	1	8	8	..	..	9	..	9

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
943.	8	..	1	8	10	..	6	..	11	1	10	..	8	3	8	..	..	..	..	..	8	..	..	..
944.	..	20	16	4	20	..	19	1	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
945.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
947.	23	..	..	23	..	24	21	..	28	..	23	..	1	12	20	..	..	20	..	20	8	5	20	..
948.	63	..	7	56	60	..	60	..	60	..	59	..	59	..	52	7	..	59	..	59	59	..	59	..
952.	..	..	..	..	..	..	..	..	10	..	..	..	..	..	..	..	..	9	..	..	9	..	..	..
956.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
958.	..	33	..	33	17	16	33	..	33	..	33	..	..	33	32	1	..	33	32	1	..	33	33	..
959.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
965.	9	..	9	..	9	..	9	..	9	..	9	..	..	..	..	9	..	9	9	..	9	..	9	..
970.	8	..	..	12	12	..	12	..	12	..	12	..	12	..	4	3	..	12	..	12	9	2	12	..
973.	22	..	..	10	21	..	12	..	20	..	10	..	..	23	23	..	14	..	..	23	..	..	..	..
979.	12	..	..	12	12	..	12	..	12	..	..	12	..	12	..	12	..	12	..	12	..	12	..	12
982.	9	..	..	..	9	..	9	..	9	..	9	..	..	9	..	9	..	9	..	9	..	..	..	..
985.	8	..	1	7	3	5	1	3	8	..	1	7	..	4	8	..	5	1	1	8	10	..	7	1
986.	9	..	..	9	9	..	9	..	9	..	9	..	9	..	4	5	9	..	..	9	..	..	..	..
987.	10	..	..	10	..	10	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..
988.	11	..	13	..	13	..	14	..	16	..	14	..	..	19	15	..	6	17	2	8	13	..	14	..
989.	8	..	..	8	8	..	..	8	8	..	..	8	..	8	1	7	..	8	6	2	..	..	1	7
991.	8	1	..	6	2	..	7	..	9	..	8	..	..	7	2	5	..	6	..	6	5	..	8	..
997.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..
999.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1005.	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	..	..	..	..	8	4	2	8	..
1010.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1011.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	..	..	..
1014.	6	..	3	4	8	..	8	..	4	2	7	1	..	8	5	2	..	6	1	6	6	..	7	1
1016.	168	..	168	..	168	..	168	..	168	..	168	..	..	..	168	..	168	..	168	..	168	..	168	..
1020.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11
1022.	18	..	3	13	18	..	12	4	18	..	18	..	18	..	16	2	18	..	12	5	18	..	18	..
1024.	7	..	11	1	15	1	12	..	13	..	14	..	9	1	13	1	5	8	..	2	..	2	..	..
1027.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	..	16	..	16	..	..	..	..	..
1033.	16	..	..	16	16	..	15	1	16	..	16	..	..	16	16	..	..	16	8	8	11	3	16	..
1034.	9	..	1	9	9	..	10	..	10	..	10	..	10	..	1	9	7	1	10	..	9	1	10	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1036.	..	..	40	20	55	..	60	..	60	..	20	32	16	38	20	24	36	16	5	..	52	4	32	8	4	20	53	..	..	..
1040.	..	26	27	..	..	23	22	..	24	1	15	6	..	24	19	..	16	..	24	1	1	25	5	4	2	21	..	22	21	1
1042.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	28	..	28	..	28	..	..	28	..	28	..	28	..	28	..
1044.	..	12	..	12	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	1	11	12	..
1045.	..	6	7	2	..	..	6	..	..	..	12	..	11	..	9	..	7	..	10	..	..	..	6	..	9	..	..	..	5	..
1048.	..	..	..	..	..	..	..	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	..	..	..	12	..
1049.	14	..	14	..	14	..	14	..	..	..	14	..	14	..	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..
1051.	120	6	118	8	114	20	119	3	122	..	16	101	122	6	97	15	114	14	114	10	120	8	25	99	86	34	95	24	124	..
1053.	21	1	22	..	22	..	22	..	22	..	22	..	1	21	..	22	..	22	..	22	..	22	22	..	22	..	1	21	22	..
1055.	11	22	20	12	15	21	11	20	11	21	22	14	13	21	24	11	35	..	34	..	1	33	17	26	35	..	..	25	37	..
1058.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
1062.	18	..	15	1	18	..	18	..	18	..	18	..	11	6	15	..	17	..	17	..	..	..	16	..	15	..	..	..	15	..
1068.	19	..	2	17	19	..	19	..	15	4	12	7	..	19	12	7	12	7	15	4	19	..	19	..	19	..	..	..	19	..
1069.	18	..	19	2	5	1	20	..	20	..	20	..	7	1	15	3	16	1	20	..	..	26	..	26	20	..	..	24	15	..
1071.	18	3	17	4	18	3	18	3	21	..	21	..	18	3	21	..	21	..	21	..	..	..	1	20	20	1	..	..	17	4
1072.	20	2	31	..	13	1	41	..	40	..	31	..	36	..	30	..	33	..	33	..	..	..	38	1	34	..	3	25	33	..
1074.	14	..	14	..	14	..	15	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1076.	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	..	9	9	..
1077.	10	5	17	..	16	..	16	1	5	8	13	2	8	..	16	..	12	..	17	..	..	..	3	12	6	..	..	..	12	1
1080.	..	15	15	..	..	15	..	15	..	15	15	..	..	15	15	..	15	..	15	..	..	15	..	15	13	2	5	10	15	..
1082.	25	..	35	2	37	..	37	..	3	33	36	1	3	32	1	33	1	33	1	33	..	35	35	1	33	..	1	31	..	..
1083.	9	6	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	..	15	..	15	..	4	11	15	..
1089.	32	..	32	..	32	..	30	..	37	..	39	..	19	1	27	..	30	..	28	..	..	48	7	12	25	..	..	34	26	..
1093.	..	38	..	38	..	38	..	39	39	..	39	..	39	..	39	..	39	..	39	..	..	..	39	..	39	..	..	..	39	..
1094.	26	..	36	..	38	..	38	..	37	..	37	..	37	..	37	..	37	..	37	..	..	..	37	..	37	..	..	..	36	..
1096.	16	..	16	..	17	..	23	..	23	..	1	11	1	11	23	..	23	..	23	..	..	23	..	10	15	..	..	15	15	..
1100.	10	..	8	2	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	3	4	10	..
1101.	12	..	12	..	12	..	12	..	5	7	12	..	..	12	12	..	12	..	12	..	..	..	12	..	12	..	6	6	11	1
1104.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	19	..	..	..	19	..	16	3	..	..	17	2
1105.	9	..	8	..	7	..	8	..	10	..	6	1	12	..	8	..	10	..	10	..	..	..	8	..	8	..	..	..	10	..
1107.	24	1	25	..	25	..	23	2	21	3	21	3	22	2	23	1	21	3	20	4	..	24	4	20	12	12	1	10	14	10
1108.	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	90	..	..	91	91	..	91	..	..	91	91	..
1110.	45	..	19	8	45	..	45	..	4	40	45	..	..	45	..	45	..	45	..	45	45	..	45	..	..	45	..	45	45	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1036.	36	2	20	..	32	..	37	..	34	..	..	..	53	..	16	..	40	2	2	40	60	..	56	..	13	4	53	..	..	60
1040.	23	1	18	1	20	1	22	1	21	1	22	..	22	..	15	5	15	3	3	19	21	..	21	..	22	..	19	..	..	19
1042.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	..	28	..	28	..	28	..	..	28	..	28
1044.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	12
1045.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	15	11	..	10	..	..	17	1	4
1048.	12	..	12	..	12	..	2	10	12	..	12	..	10	2	2	10	3	9	..	..	12	..	12	..	..	12	12	..	..	12
1049.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	16	16	..	16	..	16	..	1	15	..	16
1051.	124	..	86	36	114	9	86	19	122	7	119	..	119	..	120	..	121	..	..	121	121	..	121	..	121	..	118	6	..	124
1053.	22	..	..	20	..	21	22	..	21	..	22	..	..	..	..	22	20	2	22	..	1	21	1	21	..	22	..	22	..	22
1055.	24	12	21	16	26	5	37	..	31	..	25	..	37	..	24	12	..	24	37	..	..	..	..	23	36	..	24	..	..	37
1058.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
1062.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	1	14	14	1	15	..	16	..	15	..	15	..	5	9
1068.	19	..	19	..	19	..	19	..	19	..	19	..	18	1	19	..	19	..	..	19	19	..	..	19	13	6	..	19	..	19
1069.	13	..	10	..	15	..	2	13	..	17	5	5	..	..	..	17	13	..	..	13	17	..	17	..	8	3	17	..	1	17
1071.	20	1	15	6	21	..	21	..	20	..	21	..	21	..	12	9	13	8	10	11	16	5	17	4	14	7	21	..	3	18
1072.	26	2	16	8	16	..	23	2	18	..	18	1	24	..	19	9	26	..	5	19	15	7	23	..	27	..	28	..	19	..
1074.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	14	..	14	..
1076.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	9	..	9	..	9	..	9	..	..	9
1077.	12	..	15	..	9	..	2	2	12	1	13	..	6	4	11	..	7	2	18	1	5	3	17	..	13	1	..	11	..	12
1080.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	3	12	..	15	..	..	15	..	..	15	15	..	..	15	..	15
1082.	30	..	27	..	27	..	27	..	27	..	27	..	17	10	26	..	26	..	..	26	26	..	26	..	26	..	26	..	..	26
1083.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	..	15	15	..	15	..	15	..	15	..
1089.	23	..	11	3	28	..	17	4	17	1	14	1	28	..	20	..	14	15	..	18	20	..	15	11	22	2	13	..	..	36
1093.	39	..	39	..	21	..	21	..	21	..	20	1	21	..	21	..	14	..	..	14	14	..	13	1	15	..	15	..	..	15
1094.	37	..	36	..	37	..	37	..	35	..	36	..	35	..	35	..	37	..	..	37	37	..	37	..	37	..	37	..	..	37
1096.	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	15	15	..	..	15	..	15	15	..	15	..	4	3	13	..
1100.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	..	10	9	..	9	..	9	..	5	4
1101.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	12	12	..	12	..	12	..	10	2	..	12
1104.	19	..	19	..	19	..	19	..	17	..	17	..	19	..	17	..	17	..	..	17	16	1	17	..	17	..	17	..	..	17
1105.	10	..	8	..	8	..	8	..	8	..	9	..	9	..	8	..	10	..	..	10	9	..	8	..	9	..	8	..	..	9
1107.	..	20	3	17	21	..	..	21	20	..	20	1	20	1	20	..	..	20	20	..	..	18	..	18	2	16	18	..	..	18
1108.	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	..	91	91	..	91	..	91	..	91	..	91	..
1110.	45	..	45	..	45	..	45	..	..	23	..	23	..	23	29	1	30	..	..	30	30	..	30	..	29	..	29	1	..	30

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1036.	4	40	..	..	20	..	40	..	29	..	15	..	26	..	..	..	14	..	42	10	60	..	60	..	58	..	60	..	20	4
1040.	16	3	19	..	14	..	3	18	13	1	13	1	18	..	17	..	18	..	14	..	10	..	2	12	19	..	4	7	3	9
1042.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..
1044.	12	..	1	11	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	..	12	..	12
1045.	3	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	8	..	8	..	19	..	19	..	8	..	11	..	14	..
1048.	..	12	..	12	..	12	..	12	..	12	7	5	..	12	12	..	12	..	12	..	12	..	..	..	..	12	..	..	..	..
1049.	16	..	16	..	16	..	15	..	15	..	16	..	16	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1051.	124	..	..	124	..	124	..	124	122	2	111	21	113	19	121	7	95	29	105	26	131	..	131	..	131	..	131	..	131	..
1053.	22	..	..	22	22	..	..	22	20	..	20	..	20	..	19	..	18	..	17	..	16	1	16	1	16	1	16	1	16	1
1055.	35	..	26	..	28	..	30	..	35	..	27	..	35	..	..	..	22	13	31	5	36	..	27	..	23	..	35	..	37	..
1058.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
1062.	15	..	15	..	15	..	..	..	..	..	14	..	..	14	15	..	10	4	16	..	16	1	16	..	16	..	16	..	16	..
1068.	15	4	16	3	19	..	19	..	17	2	19	..	19	..	19	..	19	..	19	..	19	..	19	..	14	5	19	..	19	..
1069.	18	..	..	13	..	14	18	..	19	..	11	..	3	14	14	..	16	..	15	..	17	..	16	2	17	..	17	2	17	2
1071.	19	2	21	..	20	1	2	19	20	1	21	..	21	..	17	4	21	..	21	..	20	1	20	1	20	..	20	1	21	..
1072.	28	..	..	26	1	19	19	7	24	..	23	..	24	..	24	..	27	..	29	..	29	..	12	18	32	..	11	16	13	20
1074.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1076.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1077.	..	12	..	13	9	..	..	11	10	..	10	..	..	6	9	1	9	1	4	2	12	..	12	..	8	1	9	..	12	..
1080.	15	..	..	15	1	14	..	15	..	15	..	15	..	15	..	..	15	..	15	..	12	3	3	12	15	..	3	12	3	12
1082.	26	..	26	..	26	..	20	6	26	..	25	1	26	..	26	..	26	..	26	..	25	..	25	..	25	..	25	..	25	..
1083.	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1089.	..	31	29	1	25	..	19	4	15	3	16	..	17	..	18	7	10	1	17	..	19	1	..	22	19	1	..	23	..	23
1093.	14	1	..	15	15	..	15	..	15	..	15	..	..	15	15	..	15	..	15	..	14	1	14	1	15	..	15	..	15	..
1094.	37	..	37	..	37	..	37	..	36	..	37	..	36	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..	37	..
1096.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	13	..	1	13	13	..	..	13	..	13
1100.	9	..	9	..	9	..	4	5	9	..	9	..	9	..	9	..	9	..	9	..	6	3	6	3	9	..	9	..	9	..
1101.	12	..	11	..	12	..	..	12	12	..	12	..	10	2	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1104.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1105.	7	..	8	..	8	..	7	..	6	..	5	..	7	..	4	..	6	..	6	..	6	..	6	..	7	..	6	..	6	..
1107.	..	14	14	..	14	..	3	11	13	1	3	11	2	11	..	11	..	11	..	11	11	..	8	3	..	11	..	11	..	11
1108.	91	..	89	2	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..	91	..
1110.	30	..	1	29	29	..	1	29	27	3	28	2	27	3	..	30	30	..	30	..	25	5	28	2	30	..	29	1	30	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1036.	36	..	28	..	42	..	4	..	23	..	46	..	..	..	20	..	17	..	19	..	20	..	33	..
1040.	7	6	4	11	15	..	15	..	20	..	19	..	16	..	15	..	3	..	4	2	11	1	16	..
1042.	28	..	..	28	28	..	28	..	28	..	28	..	28	..	..	28	..	28	..	..	28	..	28	.
1044.	12	..	12	..	12	..	12	..	12	..	12	..	..	7	8	..	..	12	..	12	12	..	11	..
1045.	4	2	1	4	7	..	6	..	8	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..
1048.	..	12	2	10	5	7	12	..	..	12	..	..	..	12	12	..	..	12	..	12	..	..	..	..
1049.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	15	..	..	15
1051.	85	30	115	..	124	..	106	26	..	131	132	..	132	..	132	..	132	..	64	45	..	122	114	21
1053.	17	..	..	17	17	..	..	17	17	..	17	..	17	..	17	..	..	17	..	17	..	..	..	..
1055.	29	..	..	31	35	..	37	..	25	..	35	..	34	..	29	..	33	..	34	..	36	..	29	..
1058.	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22
1062.	1	16	..	16	15	..	10	1	14	..	16	..	3	4	6	3	..	13	6	2	6	2	11	1
1068.	..	19	19	..	19	..	17	2	3	16	19	..	19	..	19	..	19	..	19	..	19	..	19	..
1069.	17	..	6	11	19	..	16	..	15	..	15	..	18	..	3	11	2	14	8	8	9	8	19	..
1071.	20	1	10	11	21	..	21	..	21	..	21	..	21	..	11	10	21	..	5	16	18	3	21	..
1072	29	1	23	2	31	..	23	..	17	14	28	..	25	9	..	33	19	..	25	..	25	..	..	..
1074.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1076.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1077.	8	..	9	..	9	..	7	..	9	..	12	..	7	1	13	..	11	..	1	11	8	..	13	..
1080.	15	..	15	..	15	..	15	..	15	..	15	..	..	..	..	14	11	4	5	10	..	..	..	..
1082.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1083.	15	..	15	..	.	15	15	..	15	..	15	..	..	15	..	15	15	..	15	..	15	..	15	..
1089.	19	1	5	16	23	..	..	22	..	24	23	..	..	23	..	16	23	..	21	..	19	1	19	2
1093	15	..	..	15	15	..	15	..	15	..	15	..	15	..	..	15	..	15	..	15	..	..	..	..
1094	37	..	37	..	37	..	37	..	37	..	37	..	..	..	..	..	..	..	..	..	34	2	..	..
1096	13	..	13	..	13	..	13	..	13	..	13	..	..	..	13	..	..	13	..	13	..	..	..	..
1100.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1101	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	2	10	12	..	12	..	12	..
1104	17	..	17	..	17	..	17	..	17	..	17	..	2	15	17	..	..	17	..	17	..	..	..	..
1105.	6	..	2	5	7	..	7	..	7	..	6	..	7	..	1	5	6	..	..	7	6	..	5	..
1107.	..	11	..	11	..	11	..	11	11	..	..	10	..	10	..	..	..	..	..	..	11	..	..	..
1108.	91	..	89	2	91	..	91	..	91	..	91	..	91	..	91	..	91	..	1	90	90	1	91	..
1110	30	.	.	30	30	..	..	30	..	30	29	1	..	30	30	..	..	30	..	30	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1111.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	..	..	30	..	30	..	..	30	30	..
1112.	16	..	..	20	13	2	18	..	16	1	18	..	..	20	10	9	11	4	13	5	..	18	..	20	8	10	..	15	20	..
1113.	10	..	8	..	8	..	9	..	7	2	9	..	..	9	2	8	2	8	2	8	..	10	1	9	8	2	9	..	6	1
1116.	4	2	8	1	2	1	4	2	5	1	..	7	3	1	1	3	3	1	7	1	9	1	5	..	6	..	8	1	6	..
1118.	..	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	..	51	..	51	..	..	..	51	..
1119.	18	..	18	..	19	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	21	..	..	..	..	..	21	..
1122.	..	..	11	..	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	..	..	10	..
1124.	4	1	5	..	6	1	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	1	6	1	1	7	5	..
1125.	70	4	74	..	74	..	74	..	67	6	72	1	54	15	71	..	64	7	61	9	8	62	12	55	60	8	13	48	66	3
1127.	27	..	27	..	27	..	27	..	28	..	28	..	28	..	29	..	29	..	29	..	..	..	20	..	29	..	..	29	29	..
1128.	39	..	3	22	26	..	23	..	12	..	24	..	4	2	22	..	22	..	22	..	22	..	27	3	22	..	..	..	7	1
1131.	60	..	..	60	60	..	60	..	60	..	50	10	..	60	60	..	60	..	60	..	..	..	60	..	60	..	..	..	..	..
1135.	23	..	18	1	15	1	17	..	13	..	21	2	10	5	17	1	15	2	17	..	1	11	..	24	..	2	..	17	19	..
1140.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	21	20	1	21	..	21	..	20	..
1146.	15	..	21	..	15	..	29	..	23	..	16	..	23	..	9	..	20	..	17	..	1	11	..	7	13	..	..	20	25	..
1151.	32	..	39	..	32	..	36	..	32	..	40	..	35	..	29	..	35	..	35	..	44	..	35	..	35	..	..	..	40	..
1156.	16	1	19	..	17	..	17	..	20	..	21	..	4	14	17	..	11	8	18	4	19	..	19	1	17	..	22	..	22	..
1157.	23	1	38	2	36	..	40	..	44	..	26	5	..	31	..	30	..	30	..	29	..	..	23	4	25	4	..	..	41	..
1158.	1	14	14	3	2	16	20	5	17	3	18	4	21	1	18	1	19	2	21	..	1	30	1	16	26	..	..	30	22	1
1162.	11	..	11	..	11	..	11	..	11	..	..	11	..	11	11	..	11	..	11	..	..	11	..	11	11	..	..	11	11	..
1166.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	10	1	..	11	11	..
1168.	22	..	20	..	16	..	24	..	6	11	..	23	..	24	5	..	4	10	2	12	..	..	..	18	..	5	..	14	24	..
1172.	33	..	28	1	33	..	24	..	24	..	24	..	12	4	14	..	15	..	16	..	16	..	..	16	15	..	16	..	13	..
1173.	10	1	10	5	7	..	11	1	8	3	5	6	4	3	7	..	7	..	7	..	7	..	5	6	4	..	8	..	4	1
1177.	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1179.	22	..	22	..	22	..	22	..	22	..	22	..	..	22	..	22	..	22	..	22	..	..	22	..	22	..	..	22	22	..
1181.	..	..	17	..	..	..	17	..	..	..	..	..	17	..	..	..	..	..	..	..	..	..	..	17	..	..	..	..	17	..
1182.	8	..	5	3	8	..	8	..	7	..	8	..	..	9	..	9	..	9	..	9	8	1	4	5	7	..	..	10	4	3
1186.	16	..	7	9	16	..	18	..	9	1	15	..	14	..	14	..	15	..	12	..	..	..	7	1	12	..	11	..	13	..
1188.	..	24	13	2	8	11	16	..	17	2	24	..	7	13	..	18	..	19	6	8	17	2	18	2	..	13	..	14	5	6
1189.	11	..	4	7	10	1	11	..	10	..	11	..	1	10	10	..	11	..	10	..	..	11	..	11	8	2	2	7	11	..
1202.	15	..	..	23	29	..	34	..	35	2	21	..	35	2	36	1	37	..	37	..	..	37	..	37	37	..	..	37	..	37
1207.	15	1	13	2	19	..	18	..	19	..	22	..	23	..	22	..	22	..	23	..	..	..	22	..	24	..	..	..	20	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1111.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	..	28	25	5	2	28	..	19	30	..	26	1	..	30	..	30
1112.	20	..	19	..	19	..	1	18	..	12	14	..	..	..	18	..	18	1	..	18	18	..	19	..	2	12	19	..	..	10
1113.	9	..	..	9	..	9	..	9	..	9	5	3	..	9	3	5	9	..	..	9	..	7	7	2	..	9	..	9	..	9
1116.	5	..	8	..	6	..	3	3	6	..	6	..	6	..	4	..	3	2	1	3	6	..	1	4	7	4	2	..	1	6
1118.	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	..	51	..	51	..	51	..	51	..	51	..
1119.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	20	1	1	20	21	..	21	..	21	..	..	21	2	19
1122.	10	..	10	..	10	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	..	..	9	..	9	..	9	..	..	9
1124.	6	..	7	..	7	..	5	..	5	..	7	..	7	..	7	..	..	5	1	3	6	..	6	..	3	1	..	9	..	9
1125.	57	7	64	5	49	12	65	3	54	13	57	9	62	4	63	4	58	7	7	58	49	16	63	5	59	8	56	7	6	63
1127.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	..	29	..	29	29	..	29	..	29	..	29	..	..	29
1128.	12	..	9	..	9	..	8	..	7	..	5	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..
1131.	60	..	60	..	60	..	60	..	60	..	60	..	60	..	40	20	..	60	..	..	60	..	60	..	60	..	60	..	..	60
1135.	17	..	19	..	17	1	17	..	15	1	16	..	18	2	18	2	..	16	..	19	21	..	14	2	19	2	..	22	..	22
1140.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	19	..	6	13	..	19	19	..	19	..	19	..	19	..	..	19
1146.	18	..	23	..	22	..	22	2	16	1	21	..	23	..	25	..	23	..	48	3	17	..	23	3	19	1	4	18	..	24
1151.	38	..	38	..	35	..	36	..	34	..	34	..	36	..	33	..	29	..	..	34	34	..	39	..	40	..	27	6	..	37
1156.	21	..	22	..	22	..	22	..	22	..	21	1	22	..	22	..	19	3	3	6	3	14	22	..	21	..	22	..	..	22
1157.	33	..	34	..	34	..	37	..	32	..	33	..	33	4	36	..	20	5	2	25	2	25	25	5	25	2	2	33	..	36
1158.	25	..	1	12	1	14	22	..	18	..	1	7	..	14	7	2	20	..	..	22	17	..	6	7	2	7	7	8	..	22
1162.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	..	11	..	11	11	..	..	11
1166.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	..	11	11	..	1	10	..	11
1168.	24	..	20	..	..	..	22	..	24	..	24	..	..	..	15	..	5	..	17	8	10	1	22	..	3	7	24	..	..	24
1172.	16	..	16	..	17	..	22	..	19	..	21	..	22	..	11	4	15	..	..	15	16	..	17	..	17	..	14	..	16	..
1173.	7	..	7	..	7	..	9	..	9	..	9	..	7	2	10	..	1	7	1	6	4	..	5	..	6	..	5	3	..	9
1177.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	..	9	..	9	..	9
1179.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	22	22	..	22	..	22	..	22	..	..	22
1181.	..	..	..	..	..	..	13	..	..	..	17	..	17	..	..	..	13	4	..	..	..	..	17	..	..	..	17	..	..	17
1182.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8
1186.	13	..	13	..	12	..	5	7	11	..	12	..	..	15	14	..	13	1	..	13	13	..	5	5	14	..	14	..	6	5
1188.	11	1	7	6	8	5	5	7	2	10	5	4	6	4	1	10	2	9	..	12	8	3	13	..	7	4	..	13	..	14
1189.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	..	11	11	..	..	11
1202.	23	..	20	..	26	..	24	2	26	..	24	..	22	..	22	..	22	..	..	22	22	..	22	..	22	..	22	..	3	7
1207.	20	..	19	..	19	..	3	17	..	18	18	..	1	19	13	..	19	..	1	19	20	..	19	..	3	14	13	4	14	5

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1111.	..	30	..	30	..	30	..	30	..	30	27	..	..	28	..	..	14	..	28	..	28	..	28	..	28	..	28	..	28	.
1112.	14	..	10	..	13	..	..	19	15	..	2	12	..	11	..	13	2	9	16	..	16	..	13	..	15	..	11	..	11	..
1113.	6	..	..	6	..	6	..	6	..	6	5	2	..	7	..	7	4	3	..	7	3	4	2	5	..	7	2	5	2	5
1116.	3	1	6	..	6	..	4	3	6	..	1	2	3	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1118.	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..	51	..
1119.	21	..	21	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1122.	9	..	..	9	9	..	9	..	..	9	9	..	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1124.	..	7	..	..	5	..	4	4	6	..	8	..	..	4	..	..	6	..	6	..	6	..	6	..	3	2	6	..	5	..
1125.	62	6	54	12	61	7	68	2	39	28	51	18	63	5	..	..	49	17	57	9	59	7	64	7	66	3	62	4	56	9
1127.	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..	29	..
1128.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	10	..	11	..	11	..
1131.	60	..	60	..	60	..	20	48	50	10	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..	60	..
1135.	..	20	14	4	20	2	..	22	21	..	21	..	..	21	..	..	..	15	..	17	1	15	..	17	2	15	..	17	..	17
1140.	19	..	..	19	19	..	..	19	19	..	19	..	17	2	19	..	19	..	19	..	18	..	18	..	18	..	18	..	18	..
1146.	..	23	23	..	17	..	..	23	16	..	8	..	16	..	..	..	26	..	8	..	10	3	4	10	26	..	2	14	2	13
1151.	28	1	39	..	39	..	22	..	37	..	27	..	30	..	..	..	37	..	34	..	35	..	38	..	34	..	33	..	33	..
1156.	21	1	22	..	22	..	14	8	15	7	22	..	..	15	22	..	19	..	22	..	22	..	22	..	22	..	19	..	17	..
1157.	2	..	2	..	2	..	..	33	32	..	33	..	25	..	33	..	35	..	37	..	14	8	8	15	35	3	8	15	8	14
1158.	21	..	..	22	..	19	16	..	6	1	18	..	14	1	18	..	11	..	11	..	18	2	8	2	10	..	9	2	8	2
1162.	11	..	..	11	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1166.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1168.	9	..	12	..	1	..	8	5	8	10	..	..	..	..	6	..	..	..	..	..	12	6	24	3	..	..	20	4	24	..
1172.	13	3	14	..	16	..	13	..	17	..	16	..	17	..	..	..	16	..	18	..	16	3	16	3	15	..	15	..	15	..
1173.	4	3	5	1	5	1	5	..	5	..	6	..	..	3	6	..	4	1	4	1	5	..	..	5	8	..	5	..	5	..
1177.	9	..	..	9	9	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1179.	22	..	..	22	22	..	..	22	22	..	22	..	..	22	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1181.	..	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	..	17	..	17	..	17	..	17	..
1182.	7	1	6	2	6	2	6	2	6	2	7	1	..	8	..	7	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1186.	12	..	12	..	14	..	13	..	14	..	14	..	19	..	..	..	9	..	9	..	10	..	10	..	9	..	9	..	10	..
1188.	..	7	..	12	12	..	11	..	..	12	13	..	..	12	1	12	11	..	5	3	11	..	11	..	6	..	11	..	11	..
1189.	11	..	11	..	11	..	11	..	11	..	11	..	..	11	..	11	..	11	11	..	10	1	..	11	11	..	..	11	..	11
1202.	22	..	22	..	22	..	..	22	21	..	21	..	1	19	19	..	19	..	19	..	19	2	19	..	19	..	19	..	19	..
1207.	13	2	21	..	17	..	13	..	17	..	13	2	9	3	..	..	14	..	15	..	16	1	17	1	15	..	15	..	18	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1111.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	28	19	5	..	..
1112.	13	..	3	7	9	..	11	..	12	..	13	..	2	11	10	1	..	10	3	6	6	3	6	5
1113.	3	4	7	..	5	2	..	7	7	..	5	2	1	5	3	4	3	4	5	1	5	1	6	..
1116.	7	..	7	..	7	..	7	..	1	4	7	..	7	..	7	..	7	..	4	6	6	..	4	2
1118.	51	..	51	..	51	..	51	..	51	..	51	..	51	..	..	51	..	51	51	..	51	..	51	..
1119.	18	..	..	15	15	..	15	..	15	..	15	..	..	15	15	..	..	15	..	15	13	..	13	..
1122.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..
1124.	..	6	5	..	6	..	6	..	..	6	6	..	..	..	..	..	..	..	..	..	6	..	..	..
1125.	56	8	62	7	49	15	53	14	67	3	62	9	..	..	3	67	6	63	6	63	..	..	..	..
1127.	29	..	..	29	..	29	29	..	29	..	29	..	29	..	29	..	29	..	..	29	..	..	..	..
1128.	9	..	10	..	10	..	10	..	12	2	8	2	8	..	8	..	..	18	..	..	..	..	..	..
1131.	60	..	..	..	60	..	50	10	60	..	60	..	..	60	60	..	60	..	5	55	42	18	60	..
1135.	1	16	2	14	..	17	..	17	1	15	..	14	..	17	..	16	1	15	..	17	..	17	2	15
1140.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	17	1	18	..	7	11	6	4	18	..
1146.	14	..	11	..	13	..	15	..	18	..	21	..	17	1	13	..	20	..	..	16	18	3	17	..
1151.	34	..	30	9	23	..	8	18	20	..	26	..	20	..	23	1	20	..	9	19	21	..	37	..
1156.	21	..	20	..	22	..	21	..	22	..	22	..	21	..	..	22	19	..	..	..	..	..	..	..
1157.	23	2	38	1	28	..	31	..	32	..	31	..	..	..	31	..	2	28	26	8	15	10	..	..
1158.	10	..	1	11	..	15	..	10	14	1	13	..	12	1	13	..	8	2	..	17	14	..	16	..
1162.	..	11	11	..	11	..	11	..	..	11	11	..	..	11	11	..	..	11	..	11	11	..	11	..
1166.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1168.	..	..	10	..	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1172.	16	..	8	..	15	2	15	..	6	6	15	..	14	..	10	..	11	..	16	..	16	..	15	..
1173.	..	6	5	..	5	2	6	..	..	6	5	..	..	..	8	..	..	8	8	..	5	4	7	1
1177.	9	..	9	..	9	..	9	..	9	..	9	..	..	..	..	9	..	9	..	9	..	..	..	..
1179.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1181.	17	..	17	..	..	..	..	..	17	..	..	..	..	..	..	..	..	..	..	17	..	..	..	..
1182.	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	8	..	8	..	8	..	..	..	..
1186.	9	..	3	5	10	..	10	..	9	..	9	..	..	5	6	..	7	1	1	9	3	7	..	..
1188.	13	..	9	..	7	..	9	..	8	..	5	7	3	7	1	9	..	12	..	13	..	..	..	..
1189.	..	11	11	..	11	..	11	..	11	..	11	..	..	11	11	..	1	10	11	..	11	..	11	..
1202.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	2	17	..	18	18	..	18	..
1207.	14	..	13	3	15	1	16	..	13	..	17	..	16	..	16	..	14	..	15	..	11	2	7	5

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1208.	6	..	6	..	6	..	6	..	6	..	5	1	6	..	5	1	6	..	6	..	6	..	6	..	6	..	..	6	6	..
1209.	..	35	35	..	..	35	35	..	24	..	25	..	25	..	16	..	17	..	18	1	..	..	35	..	35	..	35	..	35	..
1212.	13	8	19	2	21	..	18	3	15	6	18	3	17	4	17	4	19	2	17	4	8	3	9	12	19	2	8	3	21	..
1214.	11	..	7	..	14	..	20	..	17	..	12	..	3	..	6	..	10	..	12	..	14	..	8	..	11	..	..	..	12	..
1216.	21	..	22	..	22	..	22	..	15	6	22	..	22	..	21	..	21	..	22	..	..	22	22	..	22	..	..	22	22	..
1217.	..	11	11	..	..	11	11	..	10	1	8	3	7	4	11	..	11	..	11	..	..	..	8	1	..	10	..	9	9	..
1218.	..	15	15	..	..	15	..	15	15	..	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	17	17	..
1219.	3	20	16	7	23	..	13	10	4	19	1	22	12	11	..	23	11	12	4	9	1	12	9	14	..	23	3	20	..	..
1224.	4	5	4	7	10	1	9	2	8	3	8	3	7	4	7	4	11	..	11	..	7	4	1	10	10	..	9	1	10	..
1226.	9	2	11	..	11	..	10	1	11	..	11	..	11	..	11	..	11	..	11	..	10	1	10	1	11	..	11	..	..	..
1227.	14	..	14	..	14	..	14	..	14	..	14	..	9	5	8	6	14	..	14	..	14	..	14	..	14	..	7	7	..	..
1233.	..	..	50	..	50	..	50	..	50	..	..	50	..	50	50	..	50	..	50	..	50	..	..	50	..	..	..	..	..	..
1236.	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25
1242.	..	14	18	..	..	17	17	..	17	..	17	..	16	..	17	..	17	..	17	..	17	..	17	..	17	..	13	..	13	..
1243.	35	..	25	11	26	10	35	..	35	..	20	15	25	10	35	..	35	..	35	..	..	35	6	29	35	..	..	35	35	..
1245.	8	..	8	..	8	..	8	..	8	..	8	..	..	..	..	..	..	..	..	..	..	8	8	..	8	..	..	7	7	..
1246.	7	6	7	8	12	1	10	3	13	..	..	13	..	13	13	..	..	13	..	13	4	9	..	13	12	..	5	11	..	17
1248.	..	11	11	..	11	..	11	..	11	..	11	..	..	11	..	11	..	11	..	11	11	..	..	11	..	11	10	..	11	..
1251.	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	44	..	2	42	44	..	44	..	1	43	38	..
1252.	8	..	8	2	10	..	10	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	14	..
1255.	1	8	9	..	..	10	10	..	..	10	10	..	10	..	10	..	10	..	10	..	3	7	8	1	10	..	4	6	9	..
1267.	10	..	9	1	10	..	10	..	10	..	9	1	..	10	10	..	3	7	3	7	5	5	..	10	..	10	3	7	2	8
1271.	10	2	12	1	12	1	13	..	13	..	8	2	13	..	13	..	13	..	13	..	2	10	3	10	2	10	..	13	12	..
1272.	5	24	26	4	..	29	28	..	..	26	28	..	..	26	14	7	15	2	18	1	1	22	..	18	16	..	3	14	19	..
1275.	16	..	15	..	15	..	15	..	15	..	15	..	16	..	16	..	16	..	16	..	..	16	15	1	16	..	..	16	14	2
1282.	12	9	12	9	12	9	13	6	10	11	11	12	13	8	9	11	11	10	11	10	11	10	12	9	10	11	11	13	5	8
1289.	10	..	14	..	12	..	12	..	13	..	13	..	14	..	13	..	13	..	14	..	..	..	14	..	13	..	..	..	11	..
1292.	31	..	29	..	24	..	33	1	35	..	34	..	30	..	31	..	34	..	32	..	3	21	..	29	25	..	3	22	28	..
1295.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1305.	110	..	110	..	110	..	110	..	90	..	98	..	110	..	110	..	98	..	75	..	99	..	..	..	..	..	..	..	110	..
1307.	45	..	12	16	13	..	29	..	40	..	50	..	..	..	54	..	34	..	34	..	..	..	..	..	51	..	..	..	27	..
1313.	..	19	..	16	19	..	20	..	..	20	20	..	..	19	..	18	..	20	..	19	..	19	..	20	21	..	8	3	22	..
1314.	24	2	19	6	24	..	26	..	27	..	28	..	22	4	24	4	28	..	28	..	26	..	3	22	13	..	15	12	28	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1208.	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	..	6	6	..	6	..	6	..	4	2	..	6
1209.	27	..	27	..	27	..	27	..	24	..	24	..	24	..	24	..	21	..	..	21	21	..	..	21	21	..	21	..	..	21
1212.	21	..	15	6	17	4	16	5	16	4	16	4	15	5	15	5	14	6	..	20	14	6	16	4	16	4	15	5	5	15
1214.	11	..	12	..	7	..	6	..	10	..	7	..	10	..	5	..	..	7	..	..	9	..	11	..	1	..	10	..	..	9
1216.	22	..	19	5	22	..	22	..	22	..	22	..	23	..	22	..	..	23	23	..	22	..	22	..	22	..	23	..	19	4
1217.	9	..	9	..	8	..	7	1	7	1	9	..	9	1	2	6	..	7	..	8	8	..	8	..	7	..	1	7	..	8
1218.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	..	17	..	17	17	..	17	..	..	17	17	..	..	17
1219.	9	14	6	17	..	24	13	11	13	11	11	13	21	3	..	24	5	19	..	..	3	21	8	16	5	19	1	19	..	19
1224.	10	..	8	2	6	4	10	..	9	1	4	6	..	..	8	..	6	2	5	4	..	9	2	7	8	1	7	2	..	9
1226.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..	11
1227.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	7	7	12	2	2	12	13	1	14	..	14	..	8	6	12	2
1233.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1236.	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25
1242.	13	..	13	..	13	..	13	..	13	..	13	..	13	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11
1243	35	..	35	..	35	..	22	13	22	13	35	..	30	1	17	18	20	15	1	34	20	15	35	..	4	31	35	..	..	35
1245.	7	..	..	..	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	..	12
1246.	11	6	..	17	17	..	4	13	..	17	..	17	..	17	17	..	17	..	..	..	11	16	..	17	6	11	17	..	..	17
1248.	10	..	10	..	11	..	11	..	11	..	10	..	11	..	11	..	10	..	..	10	6	4	10	..	10	..	10	..	..	10
1251.	15	..	15	..	15	..	15	..	15	..	15	..	35	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	..	15
1252.	13	..	13	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	..	10	1	12	..	13
1255.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	..	9	10	..	10	..	1	9	..	11	..	11
1267.	8	2	8	2	8	2	3	7	2	8	2	8	9	1	..	10	10	..	..	..	1	9	2	7	10	..	10	..	..	10
1271.	13	..	13	..	12	1	13	..	13	..	13	..	13	..	13	..	1	8	9	..	3	8	10	..	9	..	9	1	..	8
1272.	21	..	21	..	21	..	18	..	19	..	12	..	16	1	13	1	15	4	..	15	16	..	19	..	17	..	20	..	..	20
1275.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	4	9	..	..	13	..	13	..	13	..	13	..	13	..
1282.	8	3	10	11	..	..	..	..	..	..	..	..	15	..	11	10	8	13	8	13	9	12	15	6	15	6	12	9	11	10
1289.	10	..	12	..	13	..	13	..	13	..	14	..	14	..	14	..	..	14	1	10	13	..	13	..	14	..	14	..	..	14
1292.	26	..	..	29	..	25	..	27	..	20	..	24	..	..	1	19	13	..	6	..	15	4	..	22	..	21	23	1	..	21
1295.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	..	11	11	..
1305.	75	..	74	..	98	..	97	..	77	..	76	..	..	..	8	110	67	..	..	67	..	..	91	..	98	..	99	..	..	66
1307.	23	..	25	..	25	..	25	..	25	..	25	..	25	..	27	..	27	..	..	27	27	..	29	..	29	..	29	..	..	29
1313.	22	..	20	..	20	..	..	20	..	21	22	..	22	..	20	..	2	15	8	4	14	..	14	..	14	..	14	..	..	14
1314.	28	..	23	1	17	4	..	28	..	28	24	..	10	15	9	12	8	7	..	..	19	5	27	1	..	28	28	..	..	28

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	**Against**
1208.	6	..	6	..	6	..	4	1	5	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..	6	..
1209.	21	..	21	..	21	..	21	..	21	..	21	..	21	..	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	
1212.	5	15	16	4	16	4	16	4	16	4	15	5	11	9	..	..	15	4	15	4	15	4	15	4	15	4	15	4	4	15
1214.	7	..	5	..	9	..	12	..	7	..	7	..	..	5	5	..	..	..	6	..	9	..	10	..	7	..	8	..	5	..
1216.	..	23	22	..	20	3	22	..	21	1	22	..	22	..	..	22	22	..	22	..	20	2	20	2	22	..	20	2	22	..
1217.	..	8	1	7	2	6	..	8	2	6	..	8	6	2	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1218.	17	..	17	..	17	..	..	17	..	17	16	..	17	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1219.	11	7	10	10	..	20	17	13	6	14	4	16	..	20	..	..	2	4	..	15	7	8	7	8	11	4	7	8	6	9
1224.	6	3	9	..	9	..	8	1	4	5	8	1	7	2	..	..	8	1	8	1	6	3	6	3	6	3	6	3	5	4
1226.	..	11	11	..	11	..	8	3	11	..	11	..	11	..	11	..	..	11	..	11	7	3	9	1	9	1	10	..	10	..
1227.	14	..	14	..	5	9	8	6	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	11	3
1233.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1236.	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25
1242.	11	..	11	..	11	..	11	..	11	..	11	..	1	..	11	..	11	..	..	..	11	..	11	..	11	..	11	..	11	..
1243.	..	35	..	35	35	..	..	35	..	35	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	..	35	.
1245.	..	..	..	12	..	12	..	12	..	12	..	..	..	..	..	..	..	..	..	..	12	..	12	..	..	..	12	..	12	..
1246.	..	17	..	..	..	17	..	17	8	9	..	17	9	8	..	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1248.	10	..	..	10	10	..	10	..	10	..	10	..	10	..	..	..	10	..	..	10	10	..	..	10	10	..	..	10	..	10
1251.	15	..	15	..	15	..	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1252.	1	12	13	..	13	..	13	..	13	..	13	..	13	..	..	..	9	..	9	..	7	2	7	2	9	..	7	2	7	2
1255.	..	10	..	10	..	10	..	10	10	1	11	..	11	..	11	2	12	..	11	..	11	..	11	..	11	..	11	..	11	..
1267.	1	9	..	10	1	9	..	10	3	7	..	10	..	10	..	10	10	..	..	10	9	1	9	1	10	..	9	1	9	1
1271.	..	6	2	7	8	..	..	8	7	..	7	..	8	..	..	..	..	..	..	..	8	..	..	..	7	..	7	..	..	..
1272.	21	..	13	10	18	..	21	1	10	..	22	..	9	6	..	..	18	..	17	3	12	9	10	5	15	..	12	4	10	3
1275.	13	..	13	..	13	..	13	..	13	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1282.	10	11	18	3	14	7	13	8	14	7	10	11	7	14	..	..	11	7	12	6	14	2	15	1	10	5	14	1	12	2
1289.	12	..	14	..	14	..	..	13	10	..	14	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1292.	5	18	..	19	..	18	..	24	5	16	17	..	1	18	16	1	12	..	10	..	18	..	..	16	9	5	..	17	..	10
1295.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1305.	91	..	110	..	99	..	110	..	110	..	99	..	99	..	..	..	99	..	99	..	99	..	99	..	98	..	99	..	97	..
1307.	29	..	29	..	29	..	29	..	29	..	40	..	40	..	44	..	40	..	40	..	44	..	40	..	40	..	40	..	40	..
1313.	14	..	14	..	14	..	..	14	14	..	12	..	14	..	..	..	13	..	12	..	14	..	7	1	12	..	10	..	11	..
1314.	7	20	10	14	17	4	8	11	13	5	14	11	20	..	3	25	..	26	11	14	17	8	11	15	..	27	15	9	18	7

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1208.	6	..	6	..	6	..	6	..	4	2	6	..	6	..	6	..	6	..	6	..	6	..	6	..
1209.	17	..	..	17	12	5	17	..	17	..	17	..	17	..	17	..	17	..	..	17	4	12	17	..
1212.	15	4	14	5	14	5	14	2	14	2	14	2	14	2	14	2	14	2	13	1	13	1	10	4
1214.	6	..	5	1	7	..	6	..	5	1	8	..	2	1	12	..	5	..	12	..	12	..	12	..
1216.	22	..	22	..	22	..	20	1	20	..	20	2	23	..	23	..	23	..	23	..	23	..	20	2
1217.	1	7	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	..	..	..
1218.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	..	16	16	..	..	16
1219.	12	..	8	3	5	1	12	..	9	3	12	..	6	6	9	3	9	1	11	1	8	5	14	..
1224.	4	5	9	..	1	8	..	9	1	8	9	..	..	9	9	..	..	9	..	9	..	..	..	..
1226.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1227.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	13	1	14	..	9	5
1233.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1236.	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25
1242.	11	..	11	..	11	..	11	..	11	..	11	..	..	..	3	2	11	..	10	1	10	1	11	..
1243.	..	35	35	..	..	35	35	..	35	..	35	..	35	..	..	35	..	35	..	35	35	..	..	..
1245.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..
1246.	12	5	16	..	16	..	16	..	..	16	16	..	..	16	16	..	..	16	..	..	16	..	16	..
1248.	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1251.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1252.	9	..	..	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	1	8	9	..
1255.	10	..	9	..	10	..	11	..	11	..	11	..	10	..	10	..	11	..	1	6	7	1	..	..
1267.	3	7	10	..	2	8	6	1	10	..	8	2	10	..	1	9	2	8	..	10	10	..	..	10
1271.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1272.	16	2	14	2	15	1	16	..	16	1	18	..	..	17	18	..	5	7	14	3	10	3	17	..
1275.	11	..	8	6	14	..	14	..	13	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1282.	11	3	5	8	6	7	8	5	10	3	7	6	12	..	6	7	10	3	11	2	11	2	7	5
1289.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	13	..	12	..	14	..	14	..	14	..
1292.	2	16	1	14	16	..	14	..	5	3	15	..	16	..	15	2	15	4	..	11	14	..	13	..
1295.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1305.	64	..	4	62	94	..	63	..	63	..	63	..	..	..	..	62	..	62	..	62	..	..	..	..
1307.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1313.	13	..	13	..	12	..	5	1	10	..	11	..	..	7	11	..	..	11	..	9	11	..	..	9
1314.	11	15	23	2	4	20	..	27	7	19	2	24	..	27	2	26	4	23	7	20	4	23	9	18

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1317.	4	38	39	3	32	10	42	..	42	..	42	..	42	..	41	1	42	..	40	1	..	..	42	..	42	..	..	..	..	..
1319.	5	19	8	14	..	..	2	12	20	..	19	..	2	17	14	4	16	1	15	6	..	..	..	20	19	2	1	21	15	6
1322.	15	..	15	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	2	14	17	..	17	..	17	..
1325.	46	..	52	..	65	..	54	..	48	4	69	2	2	65	2	65	2	65	2	65	62	..	..	65	51	..	69	..	44	1
1328.	..	10	10	..	..	10	10	..	10	..	..	10	10	..	10	..	10	..	10	..	..	10	..	10	12	..	6	6	12	..
1329.	..	36	35	..	..	35	31	..	33	..	..	30	..	30	..	32	..	28	..	28	..	28	..	30	29	..	..	27	..	30
1330.	..	23	..	23	..	23	23	..	23	..	23	..	23	..	23	..	23	..	23	..	..	23	23	..	23	..	..	23	23	..
1335.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	..	..	8	..
1338.	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	40	40	..	..	40	..	40	40	..
1340.	..	7	7	..	..	7	3	4	7	..	7	..	5	2	7	..	7	..	7	..	7	..	7	..	7	..	7	7	7	..
1341.	12	..	12	..	12	..	12	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	..	10	15	..
1342.	10	2	..	12	12	..	12	..	12	..	12	..	..	12	..	12	..	12	..	12	..	12	1	11	6	5	..	12	..	12
1345.	3	14	22	..	19	..	17	..	21	..	10	10	27	..	..	23	..	27	..	27	..	27	24	3	26	..	9	12	26	..
1347.	50	3	53	..	20	..	25	..	10	..	15	..	25	..	30	..	15	..	18	..	..	..	13	..	20	..	21	..	12	..
1348.	8	17	25	..	19	1	30	1	..	..	19	..	27	..	17	..	27	..	27	..	..	27	26	..	27	..	..	27	27	..
1351.	16	..	14	2	16	..	16	..	5	11	16	..	16	..	13	3	16	..	16	..	16	..	11	5	16	..	16	..	16	..
1352.	..	72	78	..	..	78	75	..	65	..	62	..	45	..	87	..	87	..	87	..	..	87	89	..	89	..	..	89	89	..
1354.	7	3	16	..	5	10	16	..	15	..	8	7	11	1	14	2	15	..	15	..	..	15	11	..	1	15	1	11	12	..
1359.	..	14	14	..	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	..	14	14	..
1365.	18	..	..	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	25	3	18	..	18	..	..	18	18	..
1367.	400	..	400	..	400	..	400	..	400	..	400	..	400	..	357	..	357	..	351	..	351	..	351	..	351	..	314	..	..	..
1369.	..	81	..	81	..	81	81	..	81	..	81	..	82	..	82	..	82	..	82	..	..	82	81	1	82	..	1	81	82	..
1377.	19	5	6	18	16	8	25	..	25	..	23	2	5	19	9	15	19	5	10	4	..	..	6	18	24	..	1	21	22	..
1378.	..	9	..	10	..	9	2	7	9	..	2	7	10	..	8	..	11	..	11	..	..	..	..	11	10	..	10	..	3	4
1379.	20	..	2	36	20	..	36	..	30	..	43	..	43	..	43	..	42	..	42	..	..	42	6	36	..	42	..	42	42	..
1380.	10	2	12	1	10	3	13	..	14	..	14	..	6	8	11	2	13	1	16	..	..	..	..	13	4	9	..	13	9	4
1382.	6	..	10	..	8	1	13	..	10	3	8	3	8	..	6	..	6	2	8	2	..	..	3	6	1	3	2	8	8	..
1383.	..	8	9	..	..	8	9	..	8	..	7	..	8	..	8	..	6	..	7	..	..	6	1	5	..	6	..	..	6	..
1384.	13	7	20	1	18	4	26	..	23	..	19	6	16	9	21	4	19	5	23	1	2	24	18	5	21	2	..	23	26	..
1390.	104	..	103	1	104	..	101	1	102	..	102	4	1	102	108	2	107	3	105	5	..	..	97	..	96	1	1	98	104	..
1394.	..	16	17	..	1	14	18	..	16	2	13	5	14	..	5	9	14	3	9	8	..	..	2	16	19	..	..	..	18	..
1400.	14	..	14	3	21	..	25	1	28	..	25	..	20	6	26	..	27	..	23	..	6	19	24	..	15	..	2	15	19	3
1405.	20	..	19	..	24	..	23	..	2	19	20	..	9	9	21	..	13	3	17	4	27	..	1	25	18	..	16	..	21	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1317.	42	..	42	..	42	..	40	2	40	2	42	..	42	..	38	4	42	..	..	42	41	1	42	..	42	..	42	..	..	42
1319.	13	1	2	12	..	16	1	14	1	16	..	12	9	6	3	8	1	13	3	15	7	6	16	..	15	..	6	6	..	18
1322.	17	..	17	..	17	..	..	17	..	17	18	..	18	..	..	18	..	18	18	..	1	17	..	18	18	..	18	..	..	18
1325.	65	..	38	..	48	..	7	59	3	57	43	..	41	..	40	..	42	..	..	42	41	3	44	..	32	4	38	..	43	1
1328.	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	12	11	..	11	..	11	..	11	..	11	..
1329.	27	..	..	28	..	28	28	1	29	..	27	..	28	..	29	..	29	..	..	30	..	27	25	..	25	..	25	..	..	25
1330.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	..	23	23	..	23	..	23	..	12	9	..	23
1335.	8	..	8	..	8	..	2	6	2	6	8	..	..	8	8	..	..	8	8	..	2	6	8	..	8	..	8	..	..	8
1338.	40	..	40	..	40	..	..	40	..	40	..	40	40	..	..	40	40	..	..	40	40	..	..	40	40	..	40	..	..	40
1340.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	1	1	6	5	2	5	2	7	..	5	2	..	7
1341.	..	..	..	..	..	..	10	..	10	..	10	..	12	..	6	4	10	..	..	10	10	5	..	10	10	..	15	..	..	15
1342.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	..	12	12	..	12	..	12	..	12	..	..	12
1345.	25	..	25	..	15	..	14	..	14	..	14	..	14	..	14	..	7	5	12	..	14	..	4	7	..	14	..	9	..	14
1347.	13	..	15	..	10	..	6	17	5	..	4	1	18	..	54	..	18	..	..	..	10	..	11	..	9	..	4	80	..	90
1348.	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	..	27	27	..	27	..	27	..	27	..	4	22
1351.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	..	15	10	5	15	..	13	2	15	..	15	..	..	15
1352.	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..	89	..	..	89	85	..	85	..	85	..	58	13	..	78
1354.	8	..	14	..	12	..	16	..	16	..	16	..	16	..	15	..	..	17	..	17	4	11	1	16	1	16	1	16	2	14
1359.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	1	13	..	14	14	..	14	..	14	..	..	14	..	14
1365.	18	..	18	..	..	..	..	..	..	..	..	..	18	..	18	..	18	..	..	18	18	..	18	..	18	..	18	..	..	18
1367.	250	..	249	1	249	1	250	..	249	1	200	1	200	1	200	..	61	3	4	68	60	..	60	..	60	..	58	..	58	..
1369.	79	..	79	..	79	..	80	..	80	..	80	..	80	..	78	..	75	..	..	75	75	..	75	..	75	..	40	25	..	75
1377.	22	..	21	..	21	..	..	21	..	21	21	..	..	..	..	21	21	..	..	21	16	5	21	..	21	..	21	..	..	20
1378.	11	..	11	..	12	..	2	8	..	12	12	..	12	..	..	11	..	..	..	..	..	12	..	10	..	10	3	8	..	12
1379.	12	..	13	..	43	..	1	42	..	43	40	1	40	1	1	40	3	38	39	2	23	9	26	4	30	..	30	..	..	29
1380.	13	..	13	..	12	..	11	1	11	1	11	..	11	1	8	3	9	2	2	9	1	11	11	..	11	..	11	..	2	9
1382.	10	..	3	1	4	4	4	2	7	..	9	..	9	..	7	..	7	..	..	7	8	1	10	..	10	..	..	11	..	11
1383.	6	..	6	..	6	..	5	..	5	..	5	..	6	..	5	..	3	..	..	3	4	1	1	3	5	..	..	5	..	5
1384.	26	..	26	..	18	..	19	4	6	16	21	..	22	2	11	13	13	6	5	18	22	2	15	6	19	4	20	1	1	19
1390.	104	..	104	..	104	..	105	..	104	..	104	..	104	..	104	..	104	..	..	104	104	..	15	20	105	..	85	..	..	85
1394	19	..	3	14	16	3	11	6	5	10	12	3	19	..	19	..	2	15	2	15	19	..	..	19	18	..	14	3	2	15
1400.	28	2	24	..	24	..	23	..	28	..	20	..	23	..	22	1	..	27	27	1	23	..	27	..	26	..	21	..	..	25
1405.	22	..	16	1	16	..	20	1	20	1	23	..	2	14	..	23	1	19	..	..	20	1	22	..	20	..	3	16	..	22

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1317.	42	..	22	20	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	42	..	41	1	41	1	41	1
1319.	15	..	7	4	8	2	16	..	17	..	13	1	9	3	3	2	3	2	10	1	9	..	8	2	13	..	12	3	10	3
1322.	18	1	18	..	18	..	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	13	4	17	..	13	4	13	4
1325.	44	..	44	..	44	..	42	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..	31	..
1328.	11	..	11	..	11	..	11	..	11	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1329.	22	..	21	..	22	..	18	..	17	..	12	..	..	11	..	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1330.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..
1335.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1338.	40	..	40	..	40	..	..	40	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..
1340.	5	2	7	..	7	..	6	1	7	..	7	..	7	..	..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1341.	15	..	12	3	10	..	15	..	10	..	15	..	10	3	14	1	10	..	4	6	15	..	15	..	15	..	15	..	15	..
1342.	..	12	..	12	12	..	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1345.	3	11	13	1	4	..	1	13	10	1	6	..	3	3	9	..	6	1	9	1	6	3	1	4	7	..	6	3	3	3
1347.	32	..	..	..	18	..	4	16	6	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1348.	25	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1351.	15	..	15	..	15	..	15	..	15	..	15	..	2	13	8	7	15	..	15	..	15	..	..	15	15	..	15	..	15	..
1352.	41	..	60	..	45	..	32	..	54	..	38	..	40	..	43	..	..	33	..	31	89	..	89	..	42	..	89	..	89	..
1354.	11	3	14	2	16	1	7	8	2	14	4	10	..	16	14	2	..	..	2	14	15	4	2	6	2	1	1	14	2	12
1359.	14	..	13	1	14	..	14	..	14	..	14	..	14	..	10	..	10	..	10	..	14	..	10	..	10	..	10	..	10	..
1365.	..	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1367.	58	..	58	..	58	..	58	..	56	..	56	..	56	..	56	..	55	..	55	..	55	..	55	..	50	..	50	..	50	..
1369.	63	..	63	..	63	..	62	..	58	..	58	..	58	..	58	..	58	..	58	..	82	..	82	..	58	..	82	..	82	..
1377.	20	..	20	..	20	..	20	..	20	..	19	..	6	13	19	..	18	1	19	..	19	..	19	..	19	..	19	..	19	..
1378.	11	..	9	1	11	..	10	..	..	8	10	..	..	10	8	..	7	..	6	2	7	..	7	..	7	..	7	..	8	..
1379.	28	1	26	..	26	..	5	12	21	..	21	..	19	2	20	1	21	..	21	..	7	14	7	14	7	14	7	14	7	14
1380.	11	..	11	..	11	..	11	..	10	1	11	..	8	3	10	..	10	..	9	1	8	2	5	3	10	..	9	1	9	1
1382.	4	2	6	2	9	..	9	..	9	..	1	5	..	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1383.	5	..	..	6	3	..	3	2	5	..	..	4	..	5	..	..	..	..	..	..	8	..	7	..	8	..	10	..	10	..
1384.	21	..	22	2	22	..	3	17	20	1	22	..	21	2	20	5	25	..	25	..	25	..	25	..	25	..	25	..	25	..
1390.	84	1	81	..	81	..	81	..	81	..	81	..	81	..	81	..	84	..	85	1	87	..	88	..	89	..	89	..	89	..
1394.	18	1	19	..	19	..	10	6	19	..	15	1	18	..	18	..	18	..	18	..	18	..	12	6	18	..	13	3	13	3
1400.	16	3	25	..	21	..	1	24	27	..	16	..	18	..	18	..	18	..	18	..	14	3	16	2	17	..	12	..	11	1
1405.	2	16	10	2	17	..	18	..	18	..	14	1	4	8	..	14	2	10	12	2	4	11	9	2	11	..	10	3	7	3

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1317.	42	..	42	..	42	..	42	..	42	..	42	..	..	42	34	8	..	42	41	1	38	4	37	5
1319.	12	1	6	5	12	..	..	10	13	..	2	4	..	12	4	8	1	10	6	2	17	..	11	1
1322.	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..	17	..	..	17	17	..	17	..
1325.	31	..	2	7	31	..	31	..	31	..	31	..	..	..	24	6	..	31	31	..	31	..	30	..
1328.	10	..	10	..	10	..	10	..	..	..	..	..	10	..	..	10	..	..	8	2	9	1	10	..
1329.	10	..	10	..	9	1	..	10	10	..	10	..	10	..	10	..	9	..	..	9	..	9	9	..
1330.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	4	12	..	23	23	..	23	..	23	..
1335.	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	8	..	..	8	..	8	8	..
1338.	..	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	..	40	..	..	..
1340.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	1	7	..	..	7	7	..	..	7
1341.	10	..	10	..	..	..	15	..	10	..	..	..	..	..	15	..	..	..	..	..	..	..	..	..
1342.	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	12	..	12	12	..	12	..	12	..
1345.	4	3	8	..	8	..	6	..	7	..	7	..	4	5	..	8	..	6	2	8	11	..	..	7
1347.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	..	32	..	83	..	..	..
1348.	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1351	10	5	15	..	13	2	15	..	15	..	15	..	15	..	15	..	15	..	..	15	5	7	12	..
1352	32	..	32	..	32	..	40	..	82	..	48	..	49	..	33	..	33	..	30	..	87	..	47	..
1354.	3	6	16	..	10	..	16	..	4	5	8	3	1	3	..	16	1	16	2	14	13	2	2	14
1359.	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	..	10	..	..	..	..
1365	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..
1367	50	..	50	..	50	..	50	..	50	..	50	..	40	..	10	30	39	1	20	20	140	..	40	..
1369.	58	..	..	..	58	..	58	..	58	..	57	..	53	..	39	14	..	53	49	4	53	..	53	..
1377.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	18	1	18	..	1	17	..	..	..	..
1378.	..	8	8	..	8	..	8	..	2	6	8	..	1	7	4	1	9	..	..	8	..	8	8	..
1379	21	..	21	..	21	..	21	..	3	18	21	..	1	20	2	18	1	19	..	20	4	16	18	2
1380	10	..	10	..	10	..	10	..	9	1	10	..	10	..	10	..	5	5	10	..	10	..	9	1
1382	9	..	9	..	9	..	9	..	9	..	9	..	..	9	..	9	..	9	1	2	4	2	..	..
1383.	9	..	9	..	11	..	11	..	11	..	..	..	..	..	..	..	..	..	..	..	11	..	11	..
1384	23	..	23	2	20	2	25	..	25	..	24	..	24	..	24	..	21	1	21	2	..	..	..	..
1390	89	..	90	..	91	..	91	..	91	..	91	1	95	..	99	..	..	99	10	87	97	..	97	..
1394.	17	1	12	..	17	1	18	..	17	1	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1400	9	2	9	2	16	..	16	..	14	..	15	..	2	7	16	..	2	15	16	2	17	..	19	..
1405	10	..	8	..	12	1	8	3	7	4	9	..	..	11	..	7	2	11	..	12	..	..	1	1

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1406.	2	6	9	1	2	9	5	4	11	..	5	6	11	..	8	1	7	2	9	..	..	..	15	5	5	6	..	..	..	..
1407.	..	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	3	4	7	..	..	7	8	..
1410.	..	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..	..	27	27	..	1	27	28	..
1414.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	14	..	14	..	..	14	14	..	14	..	14	..
1417.	18	3	23	..	21	..	20	..	21	..	11	7	16	1	16	..	22	..	18	1	..	..	13	2	17	..	21	..	14	..
1419.	..	8	3	6	..	8	9	..	9	..	9	..	3	6	5	4	4	5	3	6	3	6	..	8	9	..	..	9	8	..
1434.	9	..	11	1	6	1	20	..	12	4	19	..	5	9	10	..	16	..	12	..	..	19	..	17	9	9	2	9	9	..
1435.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1441.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	23	..	..	..	23	..
1446.	9	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	9	..
1447.	..	..	38	..	38	..	38	..	37	1	37	1	..	33	33	..	35	..	38	..	32	..	34	..	34	..	28	6	34	4
1449.	13	5	13	2	2	16	15	2	4	14	1	17	2	16	3	15	12	6	10	8	3	15	5	13	..	18	4	14	..	..
1451.	12	..	12	..	12	..	15	..	17	..	11	..	16	..	9	..	9	..	14	..	14	..	..	10	8	..	10	1	9	..
1458.	10	4	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	..	14	..	14	..	..	..	..	..
1463.	7	..	10	1	6	..	8	..	7	..	9	..	9	..	8	..	7	..	9	..	3	8	11	..	7	4	..	9	11	..
1465.	..	10	5	8	7	4	11	..	..	12	10	1	..	11	..	9	..	11	1	11	..	9	..	10	11	..	..	9	10	..
1469.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	..	8	8	..	8	..	..	8	8	..
1474.	10	4	14	..	14	..	14	..	14	..	4	10	14	..	14	..	14	..	14	..	..	14	14	..	12	2	..	14	9	5
1476.	1	12	14	6	3	16	1	19	15	3	13	6	16	3	13	6	17	2	17	1	..	..	13	6	18	1	..	..	..	..
1477.	..	12	12	..	..	12	..	12	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	..	12	12	..
1491.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1496.	..	34	34	..	..	34	34	..	34	..	34	..	34	..	33	1	34	..	34	..	..	34	..	34	..	34	..	34	24	..
1499.	9	2	9	2	3	3	11	..	11	..	11	..	9	1	8	..	12	..	9	..	..	..	10	..	10	..	..	..	10	..
1515.	9	2	9	1	15	4	11	4	12	4	12	4	..	14	9	..	9	..	14	..	8	..	..	14	12	..	7	8	5	4
1519.	33	..	33	..	33	..	33	..	33	..	33	..	31	..	33	..	33	..	33	..	33	..	6	21	19	..	..	..	17	..
1523.	19	..	19	..	19	..	19	..	19	..	..	19	..	19	..	19	..	19	..	19	..	19	..	19	19	..	19	..	19	..
1524.	..	12	4	9	..	13	11	1	13	..	12	..	11	..	11	..	12	..	13	..	12	..	11	1	13	..	13	..	13	..
1525.	18	..	9	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	..	..	..	..
1526.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	..	..	..	..
1527.	15	..	19	..	19	..	19	..	19	..	19	..	21	..	21	..	21	..	21	..	21	..	20	..	20	..	20	..	21	..
1531.	8	..	8	..	7	..	8	..	8	..	7	..	8	..	7	..	7	..	9	..	6	..	7	..	4	..	7	..	8	..
1532.	4	1	2	2	2	..	8	..	12	..	13	..	12	..	12	..	14	..	12	..	16	..	10	..	10	..	14	..	12	..
1545.	10	8	18	..	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	..	..	18	..	..	..	9	9

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1406.	4	7	7	1	6	2	..	11	7	..	11	..	..	..	7	4	3	7	3	8	11	..	11	..	5	3	11	..	..	11
1407.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	7	..	7	..	5	2	6	1
1410.	28	..	28	..	28	..	28	..	28	..	28	..	..	..	22	..	22	..	..	22	28	..	..	28	..	28	28	..	..	28
1411.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	1	14	1	14
1417.	11	2	17	..	20	..	21	..	18	..	14	..	19	..	17	2	14	5	2	14	10	3	17	..	14	5	20	..	..	23
1419.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	5	3	8	..	..	8
1434.	17	..	11	..	10	..	11	..	10	..	10	..	17	..	5	3	9	3	3	9	8	..	9	..	13	..	6	3	..	11
1435.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	7	..	7	..	7	..	1	5
1441.	23	..	23	..	23	..	23	..	23	..	23	..	23	..	..	..	..	23	..	23	23	..	23	..	..	..	23	..	..	23
1446.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	9	..	9	..	9	..	9	..
1447.	38	..	28	..	32	6	32	6	32	..	32	6	32	..	20	..	32	4	..	36	27	..	32	6	38	..	27	..	2	31
1449.	4	11	1	17	..	18	..	18	..	18	..	18	18	..	..	18	18	..	18	..	4	14	2	16	..	18	..	18	..	18
1451.	9	..	13	..	13	1	11	..	13	..	9	..	12	..	10	..	8	..	..	8	8	..	10	..	11	..	11	..	11	..
1458.	14	..	14	..	14	..	14	..	14	..	13	1	14	..	5	9	13	1	1	13	6	8	14	..	13	1	14	..	9	5
1463.	11	..	9	..	10	..	5	4	5	..	9	..	..	11	7	..	4	3	6	3	9	1	11	..	10	..	3	5	..	11
1465.	8	1	9	..	10	..	8	3	2	7	8	..	9	..	5	..	..	6	1	5	..	7	2	5	..	7	..	7	..	7
1469.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	1	8	..	..	8	8	..	..	8	8	..	..	8	..	8
1474.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	8	5	..	..	14	..	12	..	..	12	12	..	..	12
1476.	14	4	12	5	6	13	..	..	7	15	13	6	15	1	18	1	..	15	..	..	14	3	7	4	15	1	8	5	1	12
1477.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	..	12
1491.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	12	..
1496.	24	..	..	24	..	24	..	23	..	23	..	23	..	..	23	..	18	..	..	18	..	17	16	1	16	1	17	..	4	13
1499.	8	..	10	..	10	..	10	..	10	..	10	..	10	..	9	..	6	2	..	11	1	6	9	1	6	1	1	10	..	10
1515.	14	..	14	..	14	..	9	1	9	1	14	..	..	14	..	14	14	..	..	14	9	4	9	4	12	4	5	8	..	11
1519.	23	..	27	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	..	..	..
1523.	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	19	..	..	19	19	..	19	..	..	19	..	19	..	19
1524.	12	..	13	..	13	..	11	2	6	4	13	..	13	..	12	..	..	7	6	5	7	3	12	..	13	..	12	..	..	12
1525.	18	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..	18	..	..	18	18	..	10	8	18	..	18	..	10	8
1526.	18	..	18	..	18	..	..	17	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..	17	..	17	..	..	17
1527.	17	..	16	1	17	..	16	..	17	..	17	..	17	..	17	..	17	..	..	17	17	..	17	..	17	..	17	..	..	17
1531.	7	..	7	..	7	..	8	..	8	..	6	..	8	..	3	4	6	..	..	6	4	..	5	..	1	..	5	..	..	7
1532.	14	..	10	..	12	..	..	14	..	14	17	..	15	..	15	..	17	..	..	17	12	..	10	..	17	..	15	..	..	18
1545.	12	6	16	2	16	2	14	4	10	8	15	3	13	5	18	..	..	18	..	..	18	..	11	7	17	1	6	12	..	18

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1406.	11	..	..	11	..	11	..	8	2	7	11	..	10	..	8	..	9	1	5	..	4	1	6	..	8	..	8	..	8	..
1407.	7	..	7	..	7	2	..	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1410.	28	..	28	..	28	..	28	..	28	..	28	..	28	..	..	..	27	..	27	..	27	..	27	..	27	..	27	..	27	..
1414.	14	..	..	14	15	..	15	..	15	..	15	..	14	1	2	12	14	..	14	..	14	..	11	4	13	..	11	4	11	4
1417.	18	2	18	3	18	1	6	14	19	..	15	..	10	..	12	..	17	..	13	..	18	..	14	1	16	..	16	..	16	..
1419.	1	7	8	..	4	4	8	..	8	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1434.	5	..	7	..	3	..	13	..	11	..	..	5	1	9	10	..	7	1	6	1	13	7	1	6	6	..	6	..	6	..
1435.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1441.	23	..	..	23	23	..	..	23	23	..	10	..	10	..	10	..	10	..	10	..	23	..	10	..	10	..	23	..	23	..
1446.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1447.	4	27	26	..	29	7	38	..	21	4	25	9	16	19	..	..	26	1	23	2	27	..	27	..	28	1	26	3	24	2
1449.	2	16	5	13	..	18	..	18	..	18	..	18	..	18	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1451.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1458.	14	..	..	14	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	5	9	5	9	14	..	5	9	5	9
1463.	3	4	6	3	9	..	..	9	7	..	7	..	..	11	6	3	8	1	11	..	11	..	11	..	11	..	11	..	11	..
1465.	..	7	6	1	7	..	..	7	7	..	1	6	5	2	..	..	7	..	7	..	11	..	11	..	11	..	11	..	11	..
1469.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1474.	12	..	12	..	12	..	5	7	12	..	3	9	12	..	12	..	..	12	12	..	12	..	12	..	10	2	12	..	12	..
1476.	13	1	..	..	13	..	5	9	12	..	8	1	4	8	..	..	9	1	9	..	5	7	5	7	3	5	4	8	2	10
1477.	12	..	12	..	12	..	..	12	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1491.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1496.	14	3	..	17	14	3	..	17	17	..	18	..	..	18	..	..	15	..	15	..	13	2	8	7	14	1	14	1	14	1
1499.	6	..	10	..	11	..	9	..	11	..	8	..	6	1	..	..	9	..	8	..	9	2	8	2	9	1	8	2	8	2
1515.	10	..	6	2	9	..	7	2	9	..	11	..	9	..	9	..	7	..	10	..	..	12	..	12	9	1	..	12	..	12
1519.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1523.	19	..	19	..	19	..	19	..	..	19	19	..	..	19	19	..	19	..	19	..	19	..	19	..	19	..	..	19	..	19
1524.	3	9	13	..	12	..	8	3	10	..	12	..	11	..	11	..	8	1	11	..	8	1	8	2	12	..	11	..	12	..
1525.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1526.	17	..	17	..	17	..	..	17	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1527.	17	..	17	..	17	..	..	17	17	..	17	..	17	..	..	..	17	..	17	..	17	..	..	..	..	..	..	..	..	..
1531.	5	..	6	..	5	..	5	..	6	..	4	1	4	2	5	..	5	..	6	..	6	..	6	..	5	..	5	..	6	..
1532.	12	2	16	..	12	..	10	..	14	..	..	15	17	..	14	..	16	..	17	..	14	1	16	..	16	..	16	..	16	..
1545.	18	..	18	..	15	3	18	..	14	4	13	5	16	2	18	..	14	4	9	9	15	..	10	8	14	4	14	4	14	4

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1406.	3	..	8	..	..	..	..	..	..	..	4	..	9	1	7	..	5	3	7	1	7	1	7	1
1407.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	1	7	..	7	..	7	..	7	..
1410.	27	..	27	..	27	..	27	..	27	..	27	..	..	27	27	..	27	..	2	25	24	..	2	22
1414.	14	..	14	..	14	..	14	..	15	..	15	..	..	15	14	..	15	..	1	14	15	..	15	..
1417.	16	..	16	..	16	..	15	..	7	7	15	..	13	1	11	2	4	11	8	8	8	..	7	1
1419.	7	..	7	..	7	..	..	..	..	..	..	..	7	..	..	7	3	4	2	5	8	..	7	..
1434.	7	..	8	..	10	..	4	..	17	1	6	..	3	3	7	..	3	5	1	9	..	..	..	..
1435.	7	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	..	..
1441.	10	..	23	..	10	..	10	..	10	..	..	10	..	10	10	..	..	10	10	..	10	..	10	..
1446.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	..	..	..
1447.	29	..	22	4	24	3	21	4	22	5	27	..	23	5	29	..	20	..	..	..	20	..	21	..
1449.	14	4	..	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..	..	..	..	..	..	..
1451.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1458.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	..	14	..	14	..	..	..	..
1463.	10	..	11	..	9	..	8	..	11	..	7	2	7	..	3	3	8	..	7	..	8	2	9	..
1465.	11	..	11	..	11	..	11	..	11	..	11	..	..	11	1	4	7	..	..	7	..	..	..	..
1469.	7	..	8	..	8	..	8	..	7	1	8	..	..	8	8	..	8	..	8	..	8	..	8	..
1474.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	..	12	2	10	12	..
1476.	9	4	7	..	11	..	8	2	8	..	9	4	3	10	12	..	1	12	12	2	11	..	11	1
1477.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1491.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1496.	14	1	14	1	..	15	15	..	15	..	15	..	..	15	14	1	15	..	13	2	..	..	..	..
1499.	8	1	4	2	10	..	8	..	9	..	9	..	9	..	10	..	9	..	..	7	2	4	..	..
1515.	8	..	..	12	12	..	12	..	11	..	5	6	..	5	5	5	6	5	6	5	..	8	12	..
1519.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1523.	19	..	19	..	19	..	..	19	..	19	19	..	19	..	19	..	19	..	19	..	..	..	..	..
1524.	12	..	11	..	12	..	11	..	11	1	11	..	2	7	8	2	8	..	..	10	7	4	9	..
1525.	18	..	10	8	18	..	18	..	17	1	18	..	18	..	18	..	18	..	..	..	..	..	..	..
1526.	17	..	17	..	17	..	17	..	17	..	17	..	..	17	15	..	15	..	15	..	15	..	15	..
1527.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	..	..	..
1531.	6	..	6	..	4	..	5	..	6	..	5	..	..	6	..	6	5	..	..	6	..	7	5	..
1532.	12	..	14	..	16	..	12	..	12	..	14	..	17	1	16	..	14	..	..	15	..	17	16	..
1545.	18	..	18	..	17	1	16	2	18	..	12	6	..	18	18	..	18	..	..	..	9	9	15	3

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1551.	13	..	12	..	8	..	13	..	11	2	5	4	6	6	3	4	13	..	13	..	10	..	10	..	..	12	13	..	11	2
1555.	..	..	4	18	20	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	..	22	..	22	..	..	..	22	..
1558.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	..	14	14	..
1561.	1	8	8	..	2	7	11	2	11	..	7	1	2	6	9	..	3	..	10	..	..	8	5	6	7	1	6	3	5	1
1562.	10	..	..	10	7	3	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	10	9	1	10	..	..	..	6	..
1563.	13	..	11	4	10	..	21	..	10	6	15	1	14	..	9	6	10	..	14	..	..	..	..	18	17	..	..	..	14	..
1565.	48	2	40	9	37	3	40	4	..	..	60	..	..	..	52	13	67	..	54	..	..	..	62	..	39	8	..	..	49	11
1566.	..	28	28	..	28	..	28	..	32	..	34	..	30	..	34	..	34	..	36	..	..	34	34	..	..	..	..	..	..	..
1570.	8	..	10	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1572.	23	1	7	14	19	1	24	..	12	8	21	..	5	6	21	1	19	..	20	..	21	1	..	24	12	5	23	..	26	..
1579.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	..	8	..	8	..	..	8	8	..
1582.	37	12	7	28	8	8	36	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..
1586.	14	..	15	..	14	..	14	..	12	..	14	..	15	..	14	..	13	..	14	..	16	..	13	..	15	..	16	..	20	..
1587.	13	6	10	9	14	5	19	..	3	16	17	2	8	11	15	4	17	2	18	1	..	..	16	3	14	5	2	17	17	2
1588.	56	..	2	33	16	..	59	..	62	..	13	34	..	56	..	43	..	43	..	43	..	43	26	..	20	7	7	7	31	..
1591.	15	..	20	..	16	..	15	..	12	..	15	..	6	1	4	1	4	..	13	..	..	..	6	1	11	..	1	10	14	..
1593.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	18	..	18	..	..	18	18	..
1596.	4	354	358	..	..	358	358	..	344	5	1	348	5	345	5	340	5	340	5	339	..	345	..	340	320	18	335	..	17	304
1598.	..	42	42	..	..	42	42	..	42	..	42	..	..	42	42	..	42	..	42	..	..	42	..	42	42	..	..	42	42	..
1600.	7	2	10	..	8	2	10	..	7	3	12	..	10	2	9	..	11	..	12	..	14	2	11	..	10	..	12	..	11	..
1602.	50	1	..	..	47	..	51	..	51	..	51	..	52	..	52	..	52	..	52	..	..	52	53	..	53	..	..	53	52	..
1605.	9	..	11	..	11	..	11	..	12	..	13	..	6	3	13	..	13	..	13	..	..	..	..	13	12	..	2	10	11	1
1606.	8	..	15	..	12	..	11	..	11	..	8	..	12	..	10	..	15	..	15	..	..	15	..	10	15	..	..	14	15	..
1610.	4	4	7	3	8	..	..	11	8	4	1	4	7	..	1	4	..	3	..	4	..	8	4	..	..	17	3	8	9	..
1613.	28	..	28	..	14	14	13	15	12	13	4	13	12	13	20	6	15	3	9	4	18	8	22	6	6	22	..	..	..	..
1615.	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	..	76	76	..	76	..	76	..	76	..
1616.	10	..	10	..	10	..	10	..	10	..	10	..	..	10	10	..	9	1	9	1	10	..	10	..	10	..	..	10	10	..
1618.	30	..	30	..	30	..	30	..	30	..	30	..	..	30	..	30	..	30	..	30	..	30	30	..	30	..	27	3	18	..
1621.	5	4	10	..	7	..	7	..	8	..	11	..	..	12	10	..	8	..	10	..	..	11	7	..	7	..	..	8	8	..
1623.	7	..	8	..	8	..	11	..	9	..	9	1	9	..	11	..	10	..	10	..	..	..	9	..	10	..	10	..	10	..
1632.	6	..	6	..	6	..	7	..	6	..	7	..	4	3	7	..	7	..	7	..	..	..	4	3	7	..	7	..	7	..
1635.	13	2	4	15	18	..	20	..	15	..	17	..	..	19	7	..	20	..	20	..	..	20	10	4	9	..	6	8	10	..
1636.	17	..	16	..	16	..	16	..	17	..	16	..	16	..	16	..	16	..	16	..	..	..	16	..	13	..	..	..	16	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1551.	13	..	13	..	12	1	13	..	13	..	7	3	13	..	8	3	..	13	...	13	1	9	8	..	12	..	..	13	..	13		
1555.	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	..	22	22	..	22	..	22	..	22	..	..	22		
1558.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	..	14	14	..	14	..	14	..	14	..	..	14		
1561.	10	..	10	..	9	..	10	..	9	..	10	1	7	3	7	1	5	2	1	7	7	1	5	..	8	3	..	4	..	11		
1562.	2	..	7	..	10	..	10	..	10	..	10	..	10	..	10	..	6	..	..	6	5	1	5	1	1	2	6	..	..	6		
1563.	14	..	14	..	11	..	14	..	10	..	14	..	14	..	..	..	12	2	..	12	14	..	..	..	12	2	12	..	..	12		
1565.	45	11	31	17	62	14	49	6	52	16	36	17	54	2	62	4	59	11	11	47	34	29	60	3	41	11	2	39	28	21		
1566.	34	..	35	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	..	36	36	..	36	..	36	..	38	..	..	38		
1570.	12	..	12	..	12	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	8	3	7	4	12	..	12	..	..	12		
1572.	7	..	7	1	7	..	6	1	7	..	7	..	..	..	..	..	7	..	..	7	7	..	7	..	8	..	7	2	1	7		
1579.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	..	8	..	8		
1582.	94	..	94	..	94	..	94	..	94	..	94	..	94	..	94	..	30	16	94	..	94	..	94	..	94	..	5	50	1	42		
1586.	23	..	23	..	19	..	..	12	..	12	..	12	19	..	19	..	19	..	..	19	19	..	19	..	19	..	19	..	..	19		
1587.	9	9	17	2	19	..	16	3	16	3	13	6	16	3	15	4	17	2	15	4	17	2	19	..	19	..	19	..	..	19		
1588.	30	..	28	..	28	..	..	31	..	31	24	..	..	..	27	..	11	16	23	2	23	..	21	..	27	..	23	..	..	23		
1591.	13	..	15	..	15	..	14	..	13	..	10	..	12	1	4	9	2	6	7	..	1	1	12	..	5	2	11	2	..	15		
1593.	18	..	18	..	18	..	..	18	..	18	18	..	..	18	18	..	18	..	..	18	18	..	..	18	..	18	..	18	..	18		
1596.	..	326	104	218	..	326	332	..	332	..	229	2	..	336	311	17	326	..	..	326	4	319	321	2	318	7	324	..	..	340		
1598.	36	..	32	..	32	..	32	..	32	..	30	..	24	6	..	26	..	26	26	..	26	..	..	26	26	..	20	3	..	30		
1600.	10	..	12	..	12	..	10	2	10	..	10	2	10	2	8	..	11	..	..	11	11	..	14	..	12	1	10	..	2	6		
1602.	52	..	52	..	52	..	52	..	52	..	52	..	52	..	52	..	44	8	44	8	52	..	52	..	52	..	..	..	..	49		
1605.	12	..	13	..	12	..	10	3	10	..	9	..	12	..	13	..	9	3	3	9	6	1	11	..	9	..	..	7	8	..		
1606.	14	..	15	..	15	..	15	..	15	..	15	..	15	..	12	..	12	3	3	12	15	..	15	..	15	..	13	2	..	14		
1610.	12	..	11	..	9	..	11	..	9	..	7	..	9	1	..	6	1	14	..	..	10	..	10	..	9	1	12	..	..	17		
1613.	20	6	15	13	22	6	6	22	14	14	9	14	11	16	28	..	28	..	..	28	28	..	28	..	28	..	10	18	10	18		
1615.	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	..	76	76	..	76	..	76	..	76	..	76	..		
1616.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	1	10	..	..	10	5	5	9	1	9	1	10	..	1	9		
1618.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	..	17	..	17	..	17	..	17	..	..	17		
1621.	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	..	8		
1623.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	10	..	10	..	10	..		
1632.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	..	1	6	4	3	7	1	7	1	7	1	3	4		
1635.	14	..	12	2	12	3	15	..	15	..	15	..	15	..	13	2	15	..	..	..	..	15	15	..	15	..	14	1	15	..		
1636.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	..	16	16	..	16	..	16	..	18	..	17	..		

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1551.	11	1	..	12	8	..	2	11	4	8	..	12	3	6	5	5	7	..	5	6	13	..	6	2	7	..	10	..	10	..
1555.	22	..	22	..	22	..	..	22	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..	22	..
1558.	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1561.	..	8	5	4	7	3	4	1	5	..	2	4	3	4	9	..	6	..	9	..	5	4	3	2	7	..	4	3	3	2
1562.	6	..	6	..	6	..	6	..	6	..	6	..	..	6	6	..	6	..	6	..	6	..	5	1	6	..	6	..	6	..
1563.	..	11	..	12	..	12	..	11	..	10	12	2	1	12	..	..	..	..	..	..	12	1	12	1	11	2	12	1	11	2
1565.	63	2	59	..	46	15	47	10	56	1	27	11	44	11	..	..	61	3	47	8	54	12	57	..	61	4	58	12	31	22
1566.	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	39	..	38	..	38	..	38	..
1570.	3	9	4	6	1	6	4	8	11	1	12	..	12	..	9	..	7	5	..	..	12	..	12	..	..	..	12	..	12	..
1572.	5	2	1	7	8	..	8	..	8	..	8	..	7	..	8	..	8	..	8	..	6	2	3	5	8	..	..	..	..	..
1579.	8	..	8	..	8	..	..	8	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1582.	94	..	94	..	94	..	94	..	61	..	61	..	61	..	61	..	61	..	61	..	94	..	10	21	61	..	2	8	2	8
1586.	..	19	19	..	19	..	..	19	19	..	19	..	19	..	..	19	19	..	19	..	19	..	13	3	19	..	19	3	13	3
1587.	17	2	11	8	15	4	14	5	14	5	16	2	..	17	16	2	17	1	17	..	16	2	16	2	17	1	16	2	16	2
1588.	4	12	25	..	25	4	4	22	19	4	27	..	26	2	23	..	4	19	26	..	26	..	26	..	27	..	25	..	25	..
1591.	10	6	..	..	8	..	8	..	7	5	1	7	5	1	..	..	5	8	13	..	12	1	12	1	14	..	13	1	13	1
1593.	..	18	..	18	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1596.	327	1	318	6	336	..	332	..	330	..	318	2	..	316	315	1	302	..	297	4	295	3	296	1	290	..	290	..	290	..
1598.	28	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..	20	..	20	..	40	..	20	..	20	..	20	..	20	..
1600.	8	3	8	1	11	..	12	..	8	..	12	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1602.	49	..	48	1	48	1	49	..	49	..	49	..	..	48	48	..	48	..	48	..	48	..	48	..	48	..	48	..	48	..
1605.	9	..	11	..	9	..	..	11	11	..	10	..	9	..	9	..	9	..	9	..	4	5	3	5	10	..	3	5	4	5
1606.	12	..	15	..	13	..	7	2	15	..	12	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1610.	14	..	10	..	..	6	1	2	3	3	1	10	1	3	15	..	2	2	8	..	15	1	12	..	8	..	9	1	9	1
1613.	10	18	..	..	11	15	11	15	11	15	..	..	..	..	16	8	26	..	26	..	22	4	22	4	4	22	4	22	16	8
1615.	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..
1616.	7	2	9	..	9	..	9	..	9	..	..	9	3	6	9	..	..	9	8	1	9	..	9	..	9	..	9	..	9	..
1618.	17	..	17	..	17	..	17	..	19	..	19	..	19	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1621.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1623.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1632.	6	..	6	..	7	..	6	..	7	..	7	..	6	2	8	..	8	..	8	..	8	..	5	3	8	..	6	2	6	2
1635.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..
1636.	17	..	17	..	17	..	17	..	17	..	17	..	22	..	25	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1551.	11	..	..	11	..	13	11	2	11	1	13	..	12	..	5	5	5	4	..	7	8	4	4	6
1555.	22	..	22	..	18	..	18	..	18	..	18	..	..	..	16	2	..	15	18	..	..	..	..	..
1558.	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1561.	..	5	..	8	6	..	3	2	6	2	3	1	..	9	9	..	4	1	3	4	..	4	5	1
1562.	5	1	6	..	6	..	6	..	6	..	6	..	1	5	..	..	..	..	..	..	..	..	..	..
1563.	13	..	13	..	..	..	..	..	13	..	..	..	..	14	..	..	..	..	..	..	..	..	..	..
1565.	47	15	59	7	61	..	44	18	40	13	44	5	33	31	47	14	54	8	..	..	47	8	..	..
1566.	38	..	38	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	36	..	38	..	38	..
1570.	8	2	8	2	8	2	12	..	12	..	12	..	12	..	12	1	11	1	..	..	..	..	..	..
1572.	8	..	8	..	7	1	8	..	2	6	8	..	..	8	5	..	1	7	8	..	8	..	8	..
1579.	8	..	8	..	7	..	7	..	8	..	7	..	..	7	7	..	7	..	..	7	..	..	..	..
1582.	38	..	..	..	38	..	38	..	7	8	38	..	..	38	38	..	38	..	38	..	1	12	30	..
1586.	19	..	..	..	19	..	19	..	19	..	19	..	..	19	..	..	19	..	19	..	..	..	..	..
1587.	15	3	16	2	..	18	..	18	15	3	..	18	..	18	13	5	6	12	9	8	13	5	18	..
1588.	18	3	26	..	20	..	10	..	20	..	10	..	10	..	14	..	10	..	2	7	9	3	13	..
1591.	5	10	14	..	14	..	15	..	15	..	15	..	6	9	8	..	15	1	..	..	..	..	14	1
1593.	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	18	..	18	..	18	..	18	..	18
1596.	288	1	256	24	..	284	..	284	..	284	260	19	21	246	263	9	276	..	..	275	..	280	16	250
1598.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	..	20	20	..	20	..
1600.	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..	16	..
1602.	48	..	48	..	48	..	48	..	48	..	48	..	..	48	..	48	48	..	..	48	..	..	48	..
1605.	3	..	9	..	9	..	10	..	10	..	10	..	9	1	..	..	..	..	..	..	9	..	..	..
1606.	15	..	14	1	15	..	15	..	15	..	15	..	14	1	..	..	..	..	..	..	15	..	15	..
1610.	5	2	9	..	11	1	4	1	5	1	8	..	9	..	4	..	8	1	6	1	6	..	14	..
1613.	15	13	15	13	15	13	12	14	12	15	19	8	28	..	28	..	26	..	26	..	22	4	28	..
1615.	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..	76	..
1616.	4	5	9	..	9	..	9	..	9	..	8	1	..	9	9	..	9	..	..	9	..	9	..	9
1618.	20	..	20	..	20	..	20	..	20	..	20	..	17	4	15	6	..	21	..	21	..	..	..	..
1621.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1623.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	9	1	10	..	10	..	10	..	10	..
1632.	6	..	8	..	8	..	9	..	9	..	9	..	9	..	6	..	9	..	1	6	7	..	9	..
1635.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	..	12	12	..	12	..
1636.	26	..	24	2	26	..	26	..	26	..	26	..	7	19	19	7	26	..	5	21	26	..	26	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1640.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	..	26	26	..	..	20	..	26	26	..
1641.	5	5	10	1	5	4	10	1	6	2	10	..	11	..	8	2	10	..	10	..	10	..	11	..	10	..	10	1	11	..
1643.	11	..	11	..	..	11	11	..	11	..	11	..	10	..	10	..	10	..	10	..	3	6	..	10	10	..	3	4	9	..
1653.	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	20	10	40	..	47	..	47	..	57	..
1660.	17	..	20	..	21	..	21	..	23	..	17	..	25	..	28	..	29	..	27	..	27	..	27	..	27	..	27	..	27	..
1666.	23	2	3	22	15	10	25	..	25	..	25	..	25	..	25	..	25	..	25	..	1	24	1	24	25	..	6	25	24	..
1667.	..	2	..	..	20	1	21	..	8	11	19	2	4	17	..	21	..	21	1	20	..	..	21	..	21	..	21	..	21	..
1668.	..	17	5	7	..	16	..	16	16	..	16	..	16	..	15	..	15	..	15	..	..	17	1	12	..	16	1	15	8	..
1672.	7	..	8	..	8	..	5	2	9	..	8	1	8	1	8	..	8	..	8	1	6	1	8	..	8	..	9	..	9	..
1673.	11	..	..	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11	11	..	11	..	..	11	..	11
1674.	2	28	2	28	30	..	30	..	30	..	28	2	2	28	..	..	..	..	..	..	..	..	4	26	19	7	..	..	30	..
1675.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1689.	15	..	20	1	23	..	24	..	20	..	6	16	23	..	22	1	22	1	21	..	22	..	..	22	..	..	22	..	..	..
1692.	10	..	10	..	8	..	10	..	11	..	11	..	11	..	10	..	11	..	11	..	..	..	..	..	..	..	..	..	11	..
1693.	40	..	40	..	40	..	40	..	40	..	40	..	40	..	40	..	..	40	40	..	35	..	30	..	30	..	30	..	25	..
1703.	..	14	14	..	..	14	..	14	2	12	14	..	..	14	13	1	..	14	..	14	..	..	..	14	14	..	12	1	14	..
1704.	..	38	..	43	..	42	1	43	34	2	41	1	41	1	42	..	38	..	38	..	34	..	..	38	..	38	..	38	29	..
1709.	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8
1717.	87	7	..	94	..	94	142	..	142	..	142	..	145	..	..	145	..	145	..	147	147	..	..	147	147	..	1	149	150	..
1722.	10	..	10	..	10	..	10	..	10	..	..	10	10	1	8	2	7	2	1	9	9	1	..	11	12	..	8	1	9	..
1725.	10	..	9	..	8	..	9	..	10	..	10	..	7	2	10	..	9	..	10	..	..	10	10	..	10	..	6	2	10	..
1726.	18	1	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	3	15	17	..	..	17	17	..
1730.	..	7	5	2	..	7	2	5	1	6	7	..	1	6	3	4	3	4	4	3	..	7	..	7	7	..	7	..	7	..
1735.	13	..	11	..	11	..	11	..	11	..	11	..	9	1	11	..	11	..	11	..	2	9	11	..	11	..	..	..	11	..
1741.	..	17	17	..	3	14	13	3	16	..	16	..	..	16	2	14	..	8	..	8	16	..	..	9	14	2	..	16	16	..
1746.	5	13	20	1	9	2	16	..	1	13	16	3	..	..	..	..	..	..	..	..	..	..	14	..	..	..	..	10	17	..
1747.	263	..	263	..	278	..	281	..	297	..	301	..	307	..	316	..	317	..	..	..	337	..	340	..	340	..	342	..	..	..
1748.	35	..	9	18	22	..	33	..	32	..	22	6	20	8	23	1	23	1	15	2	26	..	10	..	15	..	15	..	13	..
1750.	204	2	170	24	80	15	10	2	192	..	85	..	70	..	..	..	..	..	180	11	..	225	180	..	196	..	..	225	197	..
1753.	15	..	16	2	9	1	15	..	15	1	15	..	11	1	6	1	11	..	12	1	4	11	5	10	1	14	3	7	9	1
1754.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1757.	41	..	..	40	..	41	41	..	41	..	39	2	..	41	41	..	41	..	41	..	1	40	..	40	..	41	..	41	..	40
1760.	..	..	..	..	21	8	29	..	29	..	21	8	22	7	23	6	21	8	22	7	11	17	22	7	21	8	9	20	..	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1640.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	25	1	26	..	..	26	..	21	26	..	26	..	26	..	..	26
1641.	10	..	10	..	10	..	..	18	..	..	10	..	10	..	10	..	..	10	..	10	8	3	2	9	10	..	10	..	..	11
1643.	7	1	11	..	12	..	4	7	..	8	8	4	..	10	8	2	6	5	6	5	6	2	10	1	10	..	9	1	..	13
1653.	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	57	..	..	57	57	..	57	..	57	..	57	..	..	27
1660.	26	1	24	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	..	26	26	..	26	..	26	..	2	24	2	24
1666.	25	..	25	..	25	..	25	..	25	..	25	..	24	1	25	..	25	..	..	25	25	..	25	..	25	..	25	..	25	..
1667.	22	..	18	1	12	..	11	1	11	1	11	1	..	12	7	3	10	4	..	..	10	4	8	2	10	..	..	10	..	10
1668.	9	..	9	..	9	..	9	..	9	..	9	..	17	..	9	..	9	..	..	9	8	..	9	..	9	..	9	..	..	9
1672.	9	..	8	1	8	..	9	..	9	..	9	..	9	..	9	..	9	..	1	8	8	1	9	1	4	2	9	..	..	9
1673.	11	..	11	..	11	..	11	..	11	..	11	..	16	..	..	..	16	..	..	16	..	17	..	17	..	17	18	..	18	..
1674.	14	10	28	2	28	2	20	8	20	8	19	8	8	9	19	7	19	7	..	..	19	7	19	7	19	7	..	..	..	28
1675.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	..	7	..	7	..	7	..	7	..	..	7
1689.	17	..	20	..	11	..	..	..	..	13	16	..	..	..	..	15	14	1	..	..	17	..	15	2	1	14	17	..	18	..
1692.	10	..	11	..	9	..	9	..	10	..	11	..	11	..	11	..	11	..	..	11	11	..	9	..	11	..	11	..	..	11
1693.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	..	25	..	25	25	..	25	..	25	..	25	..	..	25
1703.	14	..	13	..	13	..	13	..	13	..	14	..	..	14	14	..	..	14	..	14	14	..	14	..	14	..	14	..	..	14
1704.	27	..	27	..	29	..	29	..	29	..	29	..	29	..	29	..	28	..	..	28	24	..	23	..	23	..	25	..	..	25
1709.	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8
1717.	150	..	..	150	..	150	..	150	..	150	..	150	..	..	..	150	150	..	..	150	..	150	..	150	..	150	..	150	..	150
1722.	10	..	10	..	10	..	10	..	10	..	10	..	..	..	10	..	10	..	..	..	10	..	10	..	10	..	10	..	..	10
1725.	10	..	9	..	8	..	10	..	10	..	10	..	4	5	7	..	9	..	9	..	10	..	9	..	8	..	6	1	..	10
1726.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	..	17	..	17	17	..	10	7	..	17	17	..	17	..	..	17
1730.	7	..	7	..	7	..	..	7	..	7	7	..	..	7	1	6	..	7	..	7	7	..	7	..	6	1	..	7	..	7
1735.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	11	..	..	11
1741.	12	..	..	16	..	10	10	..	10	..	17	..	17	..	16	1	17	..	..	17	..	17	17	..	16	..	17	..	..	16
1746.	16	..	15	..	..	..	3	4	..	..	..	..	17	..	..	..	15	..	..	15	..	16	3	5	..	11	1	12	..	11
1747.	351	..	358	..	359	..	..	361	361	..	361	..	..	361	..	367	367	..	..	..	367	..	364	..	360	..	..	365	..	365
1748.	20	..	10	2	13	..	13	..	16	..	10	..	..	..	8	2	12	..	..	..	16	..	..	14	10	17	..	..	..	16
1750.	224	..	191	..	..	..	..	..	..	..	..	..	226	..	..	..	..	..	..	..	..	..	..	..	..	..	226	..	..	..
1753.	9	1	6	..	8	1	11	2	8	1	11	..	11	1	4	3	11	5	..	..	2	4	1	2	1	2	..	12	..	12
1754.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11
1757.	1	39	..	30	..	30	1	29	..	30	31	..	31	..	29	1	30	..	30	..	..	30	..	30	..	30	30	..	..	30
1760.	12	11	11	17	17	12	17	11	17	11	15	14	16	2	15	14	21	8	8	21	26	3	29	..	22	7	27	2	1	27

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1640.	26	..	26	..	26	..	26	..	26	..	26	..	25	1	26	..	26	..	24	..	23	3	26	..	26	..	26	..	26	..
1641.	10	..	..	..	10	..	..	11	10	..	10	..	..	11	..	..	10	..	10	..	..	10	..	10	10	..	..	10	..	10
1643.	11	1	11	..	10	1	6	5	10	..	5	2	..	10	1	12	4	6	8	3	11	1	12	..	11	..	12	..	12	..
1653.	27	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..	57	..	57	..	21	..	57	..	57	..
1660.	24	..	24	..	24	..	24	..	25	..	25	..	25	..	25	..	25	1	25	..	25	1	25	1	24	1	24	1	24	1
1666.	25	..	23	2	23	2	13	8	25	..	25	..	24	..	20	2	24	..	21	..	24	..	21	..	21	..	21	..	21	..
1667.	2	8	10	..	9	..	9	..	9	..	9	..	5	4	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1668.	9	..	9	..	9	..	9	..	9	..	1	8	9	..	9	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1672.	9	..	9	1	5	2	9	..	9	..	9	..	9	..	9	..	9	1	9	..	4	6	4	6	9	1	4	6	4	6
1673.	18	..	18	..	18	..	..	18	18	..	18	..	..	18	..	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..
1674.	..	28	26	2	..	..	..	..	..	..	..	..	28	..	28	..	..	..	..	25	25	..	28	..	28	..	28	..	28	..
1675.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1689.	16	..	..	17	6	8	..	17	..	17	..	12	..	18	..	..	11	..	12	..	6	6	2	5	12	..	8	..	8	..
1692.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1693.	25	..	25	..	25	..	25	..	25	..	25	..	25	..	25	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1703.	1	13	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	12	2	13	1	14	..	14	..	14	..
1704.	25	..	18	7	..	24	..	24	..	24	29	..	5	19	25	..	24	1	23	..	24	..	24	..	24	..	24	..	24	..
1709.	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8
1717.	150	..	..	150	..	150	150	..	150	..	148	2	1	149	..	..	..	..	..	..	150	..	..	..	..	..	..	..	147	..
1722.	6	..	3	7	10	..	10	..	10	..	2	8	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1725.	9	..	9	..	10	..	..	10	10	..	9	..	8	..	1	9	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1726.	..	17	17	..	9	8	17	..	17	..	17	..	6	11	7	10	..	17	..	17	..	17	..	17	17	..	..	17	..	17
1730.	7	..	..	7	..	7	6	1	..	7	..	7	..	7	..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1735.	10	1	11	..	11	..	..	11	11	..	11	..	11	..	4	7	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1741.	..	17	2	15	..	..	14	3	15	..	..	..	..	16	..	..	14	..	15	2	17	..	17	..	17	..	17	..	17	..
1746.	..	12	..	..	..	..	11	..	3	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1747.	362	..	..	..	364	..	..	370	365	..	361	..	..	369	..	..	369	..	369	..	369	..	369	..	369	..	369	..	365	..
1748.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1750.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	226	..	..	..	..	..	..	..	..	..
1753.	..	8	13	..	2	3	..	12	9	1	..	8	..	9	..	..	7	1	6	..	..	12	..	12	..	12	..	12	..	12
1754.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1757.	30	..	1	28	..	30	..	30	..	30	30	..	..	30	..	..	..	30	30	..	..	..	..	..	..	30	..	..	..	..
1760.	21	8	29	..	2	27	2	27	27	2	27	2	2	27	..	..	22	7	18	11	28	1	29	..	26	..	29	..	29	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1640.	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..	..	26	26	..	26	..
1641.	10	..	..	8	..	10	10	..	10	..	10	..	10	..	..	..	..	..	..	..	10	..	8	..
1643.	7	5	11	1	11	..	11	..	11	..	12	..	11	..	2	11	13	..	..	13	..	..	..	..
1653.	21	..	57	..	21	..	21	..	57	..	21	..	..	..	21	..	..	21	..	21	..	21	21	..
1660.	25	1	25	..	25	..	25	1	25	1	25	1	7	18	7	18	7	18	7	18	..	..	..	..
1666.	21	..	10	8	21	..	20	..	20	..	20	..	..	20	5	15	12	8	21	..	21	..	21	..
1667.	9	..	9	..	9	..	9	..	9	..	9	..	..	9	4	5	9	..	3	6	6	3	9	..
1668.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	7	..	7	..	4	1	8	..	8	..
1672.	9	..	4	1	9	1	8	1	9	..	8	1	9	..	8	1	8	1	9	..	9	1	9	1
1673.	18	..	18	..	18	..	18	..	18	..	18	..	..	..	18	..	18	..	18	..	18	..	18	..
1674.	..	..	2	24	2	24	..	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1675.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	5	2	7	..	..	7	..	..	7	..
1689.	3	..	8	..	12	..	12	1	8	3	11	2	..	10	13	1	13	..	..	12	3	10	1	11
1692.	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	..	11	11	..	11	..	11	..
1693.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1703.	14	..	..	14	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1704.	24	..	19	..	19	..	19	..	19	..	19	..	..	19	19	..	19	..	19	..	19	3	19	..
1709.	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8
1717.	..	147	147	..	..	..	..	..	147	..	..	..	..	..	..	..	..	149	..	150	150	..	..	150
1722.	10	..	10	..	10	..	10	..	..	10	10	..	..	10	..	10	..	10	..	10	10	..	10	..
1725.	8	..	5	2	8	..	7	..	10	..	8	..	3	6	9	..	9	..	2	5	4	6	10	..
1726.	17	..	..	17	17	..	17	..	17	..	17	..	3	14	..	17	..	17	7	10	17	..	7	10
1730.	5	2	7	..	7	..	7	..	7	..	7	..	..	7	..	7	6	1	..	7	1	6	6	1
1735.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	10	1	11	..
1741.	15	2	17	..	17	..	16	..	17	..	17	..	..	17	17	..	15	..	..	..	..	..	17	..
1746.	..	..	..	..	10	..	2	4	2	9	9	1	..	..	..	9	..	..	..	..	..	..	..	..
1747.	367	..	369	..	369	..	369	..	369	..	369	..	369	..	369	..	369	..	..	365	..	368	368	..
1748.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1750.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	225	..	72	..	225	..	..	..
1753.	..	11	6	3	..	11	..	9	8	..	8	..	9	..	7	..	..	11	..	10	..	11	..	11
1754.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1757.	..	..	30	..	30	..	30	..	30	..	30	..	30	..	..	30	..	30	..	..	..	..	..	..
1760.	20	9	26	3	25	4	12	17	20	9	26	3	..	..	25	4	18	11	..	..	..	..	..	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1765.	17	..	21	..	15	..	22	..	22	..	21	2	24	..	25	..	26	..	27	..	24	..	..	25	26	..	19	2	19	..
1766.	21	..	21	..	21	..	21	..	9	10	20	..	2	19	21	..	21	..	21	..	21	..	21	..	21	..	21	..	21	..
1767.	..	..	7	..	7	..	7	..	..	7	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	..	7	7	..
1774.	5	5	10	..	7	1	13	..	11	..	8	2	..	12	5	2	7	2	11	1	..	12	..	9	..	8	..	9	7	..
1779.	..	37	37	..	..	29	35	..	26	2	..	42	25	8	41	..	56	..	58	..	56	..	56	..	58	..	62	..	62	..
1784.	79	..	79	..	79	..	84	2	14	15	1	69	..	83	..	75	..	76	..	73	..	..	..	67	16	58	1	67	65	..
1785.	4	..	8	..	2	1	12	..	2	7	7	2	..	12	2	7	5	4	1	4	6	1	..	10	6	3	..	..	11	..
1786.	145	..	143	3	144	..	146	..	127	14	131	19	149	..	149	7	148	..	143	..	147	..	153	..	151	..	157	..	154	..
1787.	20	..	20	..	20	..	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	..	20	..	..	..	20	..
1790.	..	50	..	73	..	73	..	71	72	1	..	57	..	87	150	..	152	..	152	..	153	..	..	153	..	150	..	150	..	150
1793.	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	..	113	113	..
1795.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1797.	11	2	9	4	12	1	7	6	10	3	13	..	12	1	13	..	11	2	10	3	..	..	3	10	11	2	6	7	10	3
1798.	15	..	15	..	15	..	15	..	15	..	16	..	8	8	16	..	16	..	16	..	..	16	..	16	8	8	7	9	..	..
1799.	47	..	47	..	47	..	47	..	47	..	47	..	..	47	..	47	..	47	..	47	47	..	..	47	47	..	47	..	47	..
1802.	..	30	30	..	..	30	30	..	30	..	30	..	30	..	30	..	30	..	30	..	..	30	30	..	30	..	28	2	30	..
1813.	63	..	35	12	64	..	64	..	51	..	1	34	..	58	..	..	64	..	56	1	37	17	1	..	49	..	50	..	64	..
1819.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	5	4	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1820.	..	82	..	82	..	82	82	..	82	..	82	..	5	77	..	82	..	82	..	82	82	..	..	82	82	..	82	..	82	..
1824.	40	..	48	1	34	..	38	2	34	1	40	3	36	2	25	..	27	..	30	..	40	..	29	..	25	..	27	..	..	..
1825.	10	1	11	..	11	..	11	..	9	2	10	1	10	1	11	..	11	..	11	..	11	..	4	7	7	4	11	..	6	5
1828.	7	1	8	..	8	..	8	..	5	2	8	..	..	8	..	8	..	8	..	8	..	8	8	..	..	8	..	8	8	..
1835.	40	..	45	..	39	..	38	..	33	..	33	..	40	..	39	..	37	..	33	..	..	45	37	..	37	..	..	..	28	..
1848.	..	..	62	..	55	..	72	2	75	..	52	..	52	..	74	..	74	..	74	..	..	..	45	..	52	..	..	..	54	1
1850.	8	..	8	..	8	..	9	..	9	..	9	..	9	..	10	..	10	..	10	..	10	..	..	10	10	..	10	..	10	..
1853.	3	11	7	7	9	5	14	..	9	5	14	..	6	9	14	..	14	..	14	..	..	14	..	14	4	10	14	..	15	..
1859.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	..	8	..	10	..	10	..	10	..
1866.	..	14	14	..	7	7	14	..	14	..	2	12	..	14	14	..	14	..	14	..	..	..	14	..	14	..	..	..	14	..
1868.	36	..	37	..	37	..	41	..	45	..	42	..	1	38	1	38	1	38	1	38	41	..	..	40	41	..	40	1	36	..
1874.	28	..	19	8	27	..	24	..	26	..	25	..	16	4	23	..	22	1	24	..	16	10	..	30	30	..	2	26	32	..
1883.	1	..	7	..	7	..	7	..	..	..	7	..	..	..	..	..	..	..	..	..	7	..	..	7	..	..	7	..	7	..
1885.	9	..	..	..	14	..	12	..	14	..	13	..	14	..	14	..	14	..	14	..	..	..	8	5	8	4	..	..	14	..
1886.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	8	3	11	..

Local Union No.	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1765.	25	..	22	..	21	..	24	3	24	2	26	1	23	3	26	..	3	22	22	3	22	2	23	..	2	21	24	..	23	1
1766.	21	..	21	..	21	..	21	..	21	..	21	..	19	2	21	..	21	..	21	..	21	..	1	20	21	..	..	..	..	21
1767.	7	..	..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	7	..	7	..	7	..	..	7
1774.	8	..	8	..	8	..	7	..	6	..	6	..	6	..	7	..	7	..	..	7	8	..	8	..	8	..	9	..	..	10
1779.	63	..	63	..	58	1	60	2	60	1	63	1	56	..	63	1	..	62	64	..	62	1	3	58	64	1	63	..	2	64
1784.	71	..	68	..	65	..	..	69	..	63	66	..	..	..	69	..	65	..	..	..	66	..	42	16	53	6	63	..	..	65
1785.	9	..	8	..	7	..	10	..	11	..	10	..	6	2	9	2	6	..	..	6	5	1	9	1	8	1	8	..	5	6
1786.	147	..	154	..	156	..	148	..	139	12	143	9	146	..	153	..	147	..	131	..	151	..	124	27	149	..	136	19	13	128
1787.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..	20	..	20	..	20	..	20	..
1790.	..	150	..	150	..	150	..	154	..	156	..	155	..	155	..	157	..	158	..	..	158	..	..	157	..	156	158	..	158	..
1793.	113	..	113	..	113	..	..	113	..	113	..	113	113	..	113	..	113	..	..	113	113	..	113	..	113	..	113	..	..	113
1795.	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	15	15	..	15	..	15	..	..	15	..	15
1797.	10	3	13	..	13	..	1	12	..	13	13	..	11	2	7	6	13	..	..	..	3	4	7	6	13	..	..	13	..	13
1798.	16	..	16	..	16	..	..	16	..	16	16	..	16	..	..	16	..	16	..	..	16	..	..	16	..	16	..	16	..	16
1799.	47	..	47	..	47	..	..	47	..	47	..	47	..	..	47	..	47	..	..	..	47	..	..	47	47	..	47	..	..	47
1802.	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	30	..	..	..	30	..	30	..	4	21	..	27		
1813.	65	..	62	..	62	..	39	3	..	..	17	..	27	..	39	..	44	1	..	..	41	2	..	4	23	..	..	62	3	53
1819.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	..	9	9	..	..	9	9	..	..	9	..	9
1820.	82	..	..	82	..	82	..	82	..	82	..	82	..	82	82	..	82	..	82	..	82	..	..	82	82	..	82	..	..	82
1824.	24	..	25	..	27	..	27	..	27	1	26	..	26	..	23	..	26	1	..	..	23	..	..	22	23	..	23	..	27	..
1825.	10	1	10	1	11	..	11	..	11	..	8	3	9	2	8	3	8	3	3	8	11	..	1	10	11	..	4	7	1	10
1828.	8	..	8	..	8	..	7	..	8	..	8	..	8	..	8	..	8	..	..	8	7	..	7	..	8	..	8	..	..	8
1835.	31	..	30	..	28	..	..	38	..	28	..	..	..	..	..	..	14	..	..	14	..	19	18	..	..	16	14	..	..	16
1848.	45	..	53	..	61	..	50	..	50	..	54	..	50	1	1	52	40	..	..	40	33	..	44	1	36	..	40	2	42	1
1850.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	5	..	5	..	10	..	10	..	10	..	10	..	..	10
1853.	15	..	15	..	15	..	..	..	..	..	14	..	15	..	14	..	14	..	..	14	..	..	3	..	8	..	9	..	9	..
1859.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	5	..	..	5	10	..	10	..	10	..	10	..	..	10
1866.	14	..	14	..	14	..	2	12	14	..	14	..	14	..	14	..	..	14	..	14	14	..	14	..	14	..	14	..	..	14
1868.	34	..	..	39	..	38	36	..	31	..	34	..	..	32	34	..	1	31	31	1	30	..	31	..	9	11	..	..	..	33
1874.	28	..	12	6	16	2	24	6	21	1	34	1	..	29	16	..	29	..	..	..	19	2	21	..	15	1	32	..	18	1
1883.	..	..	..	..	..	..	7	..	7	..	..	..	..	7	..	7	..	7	..	..	..	..	..	7	..	..	..	..	..	7
1885.	14	..	..	..	13	1	5	8	10	3	12	1	8	4	11	1	12	..	..	12	6	6	12	..	9	3	12	..	7	5
1886.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	10	1	..	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1765.	12	6	5	18	8	15	..	23	23	..	17	6	22	6	12	..	12	..	12	..	12	..	12	..	8	5	13	..	12	1
1766.	21	..	20	1	21	..	21	..	21	..	21	..	21	..	..	21	21	..	21	..	14	7	14	7	21	..	14	7	14	7
1767.	..	7	7	..	7	..	..	7	7	..	7	..	..	7	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1774.	..	9	8	1	8	..	..	9	7	2	7	..	7	..	8	..	8	..	8	..	8	..	8	..	8	..	7	..	7	..
1779.	58	3	30	5	59	..	34	12	58	..	60	..	60	..	..	..	56	..	41	..	56	..	48	..	21	..	48	..	40	..
1784.	59	..	53	..	58	..	67	..	52	..	61	..	..	59	57	..	58	..	55	..	2	55	4	53	56	..	..	53	..	55
1785.	6	1	1	4	4	..	2	1	4	..	5	1	7	..	7	..	6	..	9	..	9	..	5	..	10	..	9	..	9	..
1786.	141	..	135	15	122	17	136	..	131	11	137	..	125	..	136	..	128	..	137	..	128	..	149	..	137	..	123	..	141	..
1787.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..
1790.	157	..	..	156	..	155	158	..	158	..	..	160	..	161	161	..	162	..	161	..	57	58	57	58	57	58	57	58	57	58
1793.	113	..	113	..	113	..	113	..	113	..	113	..	113	..	113	..	111	..	111	..	111	..	111	..	111	..	111	..	111	..
1795.	..	15	15	..	15	..	..	15	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..	15	..
1797.	..	13	..	13	13	..	..	13	4	9	1	12	..	13	..	..	5	8	13	..	13	..	13	..	13	..	13	..	13	..
1798.	..	16	..	16	..	16	..	16	..	16	16	..	..	16	..	..	7	9	16	..	..	16	..	16	16	..	..	16	..	16
1799.	..	47	47	..	47	..	..	47	..	47	47	..	..	47	..	47	47	..	47	..	47	..	..	47	47	..	47	..	47	..
1802.	27	..	26	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	20	..	19	1	19	1	20	..	19	1	19	1
1813.	53	..	44	..	55	..	1	3	26	..	25	..	28	..	30	2	39	..	22	..	35	2	31	1	..	..	..	..	..	..
1819.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1820.	..	82	82	..	82	..	..	82	..	82	82	..	..	82	..	82	82	..	82	..	..	82	..	82	82	..	..	82	..	82
1824.	27	..	27	..	23	..	23	..	23	..	27	..	22	1	26	..	26	..	26	..	26	..	26	..	26	..	26	..	26	..
1825.	11	..	11	..	11	..	1	10	11	..	6	5	2	4	10	1	11	..	11	..	1	10	..	11	11	..	1	10	1	10
1828.	6	..	6	..	6	..	..	7	7	..	7	..	..	7	7	..	7	..	7	..	7	..	6	1	5	2	7	..	7	..
1835.	..	15	16	..	17	..	..	17	16	..	12	2	1	12	8	9	12	..	9	..	16	..	18	..	16	..	18	..	17	..
1848.	10	29	..	..	35	..	26	14	29	4	2	11	20	..	..	..	23	..	20	..	30	..	..	30	28	..	..	26	..	26
1850.	10	..	10	..	10	..	..	10	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1853.	..	..	5	..	9	..	9	..	9	..	..	..	..	..	3	..	9	..	9	..	9	..	9	..	9	..	9	..	9	..
1859.	10	..	10	..	9	..	9	..	9	..	9	..	9	..	9	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1866.	..	14	14	..	14	..	..	14	14	..	14	..	14	..	..	..	14	..	14	..	14	..	14	..	14	..	14	..	14	..
1868.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1874.	18	1	14	..	14	..	7	2	3	7	18	..	14	1	8	4	15	..	15	..	9	8	12	5	17	..	12	5	11	4
1883.	..	7	..	..	7	..	..	7	..	7	..	..	..	7	7	..	..	..	7	..	7	..	7	..	7	..	7	..	7	..
1885.	..	12	9	2	10	1	3	8	..	11	2	9	9	2	..	..	9	1	7	3	8	2	8	1	10	..	9	1	8	2
1886.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1765.	13	..	12	..	12	..	12	..	12	..	13	..	13	..	9	3	12	..	..	13	10	3	12	1
1766.	21	..	..	..	21	..	21	..	21	..	21	..	2	19	..	21	21	..	2	19	..	21	3	18
1767.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	7	..
1774.	7	..	7	..	7	..	8	..	7	..	7	..	7	..	..	8	8	..	7	..	8	..	8	..
1779.	47	..	..	46	41	..	48	..	46	1	41	1	25	6	20	16	30	1	20	4	12	4	20	..
1784.	57	..	..	58	55	..	53	..	..	57	57	..	51	..	58	..	56	2	2	54	57	1	..	..
1785.	8	..	4	1	6	..	7	..	4	..	9	..	..	6	9	..	7	1	1	5	4	1	8	..
1786.	139	..	127	16	129	..	121	..	134	..	138	1	115	12	143	..	118	27	127	14	119	36	114	27
1787.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	..	20	..	20	..	20	..	..	20	..
1790.	57	58	156	..	156	..	156	..	..	158	..	158	159	..	..	159	158	..	..	157	..	159	..	158
1793.	111	..	111	..	111	..	111	..	111	..	111	..	111	..	111	..	111	..	49	62	..	..	..	..
1795.	15	..	15	..	15	..	15	..	15	..	15	..	..	15	..	15	15	..	15	..	15	..	15	..
1797.	..	13	13	..	13	..	13	..	13	..	13	..	..	13	11	2	13	..	..	13	..	..	..	..
1798.	5	11	8	8	6	10	16	..	6	10	16	.	16	..	10	6	16	..	..	16	5	11	16	..
1799.	47	..	..	47	47	..	47	..	47	..	47	..	..	47	47	..	47	..	22	14	47	..	47	..
1802.	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	20	..	1	19	..	..	..	..
1813.	32	..	..	46	35	..	31	1	15	2	..	1	60	..	22	1	22	..	..	..	..	49	..	..
1819.	9	..	9	..	9	..	9	..	9	..	9	..	..	9	1	8	..	9	..	9	8	1	9	..
1820.	82	..	..	82	82	..	82	..	82	..	82	..	..	82	82	..	82	..	..	82	82	..	82	..
1824.	26	..	26	..	26	..	26	..	26	..	26	..	..	26	..	..	..	..	..	..	26	..	..	..
1825.	11	..	2	9	11	..	11	..	11	..	11	..	1	10	10	1	7	4	3	8	9	2	11	..
1828.	7	..	6	1	6	..	7	..	7	..	7	..	7	..	..	4	7	..	..	7	5	2	7	..
1835.	20	..	15	5	15	..	19	..	21	..	18	..	..	15	6	11	10	8	4	14	..	..	..	..
1848.	25	..	25	..	25	..	..	..	24	..	26	..	..	..	..	..	..	..	24	1	54	..	..	..
1850.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1853.	9	..	9	..	9	..	9	..	9	..	9	..	9	..	4	..	..	..	..	9	..	9	9	..
1859.	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..
1866.	..	..	..	..	..	..	..	..	..	..	..	..	..	14	12	2	14	..	..	14	..	..	..	..
1868.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1874.	10	4	15	..	1	14	15	..	14	..	11	1	..	15	17	..	13	2	..	12	14	..	13	1
1883.	..	7	..	7	..	7	7	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1885.	10	..	8	1	4	6	9	1	10	..	9	1	7	2	..	..	..	..	..	..	14	..	..	..
1886.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..

Local Union No.	Proposition No. 1		Proposition No. 2		Proposition No. 3		Proposition No. 4		Proposition No. 5		Proposition No. 6		Proposition No. 7		Proposition No. 8		Proposition No. 9		Proposition No. 10		Proposition No. 11		Proposition No. 12		Proposition No. 13		Proposition No. 13A		Proposition No. 14	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1897.	7	..	7	..	7	..	7	..	7	..	7	..	..	7	7	..	7	..	6	1	..	7	..	7	5	2	..	7	7	..
1898.	10	..	10	..	11	..	11	..	12	..	12	..	12	..	12	..	12	..	12	..	..	..	12	..	12	..	..	..	11	..
1908.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	6	1	7	..	7	..	7	..	7	..	7	..	7	..	7	..
1919.	6	4	10	..	10	..	10	..	10	..	8	2	..	10	4	6	..	10	..	10	..	10	..	10	10	..	3	7	10	..
1920.	16	..	..	16	15	..	15	..	15	..	15	..	..	15	15	..	15	..	16	..	16	..	..	16	15	..	..	13	13	..
1924.	12	..	14	1	11	1	12	..	14	1	8	3	11	3	13	2	13	1	11	..	15	..	11	2	10	..	13	..	11	..
1931.	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	12	..	..	12	12	..	12	..	9	3
1940.	18	..	18	..	18	..	18	..	18	..	1	17	18	..	18	..	18	..	18	..	18	..	18	..	18	..	18	..	..	..
1943.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	16	..	18	..	17	..	..	..	18	..	14	1	..	..	14	..

	Proposition No. 15		Proposition No. 16		Proposition No. 17		Proposition No. 18		Proposition No. 19		Proposition No. 20		Proposition No. 21		Proposition No. 22		Proposition No. 23		Proposition No. 23A		Proposition No. 24		Proposition No. 25		Proposition No. 26		Proposition No. 27		Proposition No. 27A	
Local Union No.	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1897.	7	..	7	..	7	..	..	7	..	7	7	..	..	7	..	7	7	..	..	..	7	..	4	2	7	..	..	7	..	7
1898.	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	11	..	..	11	11	..	11	..	11	..	11	..	..	11
1908.	7	..	7	..	7	..	7	..	7	..	7	..	7	..	7	..	..	7	..	..	7	..	7	..	7	..	5	2	5	2
1919.	4	6	7	3	5	5	..	10	6	4	3	7	6	4	10	..	..	10	..	10	5	5	..	10	6	4	10	..	..	10
1920.	13	..	13	..	13	..	13	..	11	..	11	..	11	..	10	1	..	10	..	10	10	..	10	..	..	10	10	..	..	10
1924.	14	..	12	..	8	..	9	..	10	..	11	..	8	2	8	..	8	2	3	5	10	..	9	..	8	1	9	..	1	9
1931.	12	..	12	..	12	..	12	..	13	..	13	..	10	3	12	1	10	3	..	13	8	5	13	..	13	..	..	13	..	13
1940.	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	18	..	1	17	17	1	18	..	18	..	18	..	..	18
1943.	18	..	19	..	19	..	..	..	..	..	16	..	17	2	16	..	17	1	..	18	5	13	17	..	16	..	14	..	7	9

Local Union No.	Proposition No. 28		Proposition No. 29		Proposition No. 30		Proposition No. 31		Proposition No. 32		Proposition No. 33		Proposition No. 34		Proposition No. 35		Proposition No. 36		Proposition No. 37		Proposition No. 38		Proposition No. 39		Proposition No. 40		Proposition No. 41		Proposition No. 42	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1897.	..	7	..	7	..	7	..	7	7	..	4	3	7	..	..	..	..	..	..	..	7	..	7	..	..	7	7	..	7	..
1898.	11	..	11	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..	8	..	11	..	8	..	8	..	11	..	11	..
1908.	7	..	7	..	6	..	6	..	6	..	6	..	6	..	6	..	..	..	..	..	8	..	6	..	6	..	6	..	6	..
1919.	10	..	6	4	10	..	10	..	10	..	7	3	8	2	..	..	10	..	7	3	..	..	2	8	2	8	10	..	7	3
1920.	10	..	5	5	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1924.	7	1	10	..	10	..	7	1	10	..	7	..	8	..	6	..	9	..	7	..	9	..	10	..	10	..	10	..	10	..
1931.	12	1	5	8	12	..	6	6	7	5	2	10	11	1	11	1	11	..	11	..	11	..	11	..	11	..	11	..	11	..
1940.	18	..	18	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	17	..	16	1	16	1	17	..	16	1	16	1
1943.	17	..	8	9	16	1	13	4	17	..	16	..	6	11	17	..	17	..	16	1	12	5	15	2	16	..	13	3	13	3

Local Union No.	Proposition No. 43		Proposition No. 44		Proposition No. 45		Proposition No. 46		Proposition No. 47		Proposition No. 48		Proposition No. 49		Proposition No. 50		Proposition No. 51		Proposition No. 52		Proposition No. 53		Proposition No. 54	
	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against	For	Against
1897.	7	..	7	..	7	..	7	..	7	..	7	..	..	..	7	..	7	..	..	7	..	7	7	..
1898.	8	..	..	..	8	..	8	..	8	..	8	..	8	..	8	..	8	..	..	8	8	..	8	..
1908.	6	..	6	..	6	..	6	..	6	..	6	..	..	6	6	..	..	6	6	..	6	..	..	..
1919.	10	..	10	..	3	7	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1920.	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..	10	..
1924.	7	..	7	..	8	..	9	..	7	..	10	..	9	..	8	1	7	3	8	..	6	4	10	..
1931.	11	..	11	..	10	1	11	..	11	..	11	..	11	..	11	..	10	1	1	10	9	3	8	3
1940.	17	..	17	..	17	..	17	..	1	16	17	..	17	..	17	..	17	..	17	..	17	..	17	..
1943.	16	..	..	..	16	..	5	11	..	..	13	..	13	..	6	7	13	..	7	6	11	2	13	..

REPORT OF COMMITTEE ON TABULATION OF VOTE ON CONSTITUTIONAL AMENDMENTS

Indianapolis, Ind., Jan. 31, 1913.

To Mr. Wm. D. Huber, General President, U. B. of C. and J. of A.:

Dear Sir and Brother:—We, your committee appointed to tabulate the vote on the amendments adopted at the Seventeenth Biennial Convention, held in Washington, D. C., September 16 to 28, inclusive, beg leave to submit the following report:

We find that 963 Local Unions submitted votes on the amendments, 55 of which were rejected on account of the votes not being returned according to instructions submitted by the General Secretary and provided for in the constitution.

—Votes of Local Unions Not Specified in Figures—

Local Union 310, Norwich, N. Y.
Local Union 320, Westfield, N. J.
Local Union 397, Hillsboro, Tex.
Local Union 399, Phillipsburg, N. J.
Local Union 525, Coshocton, O.
Local Union 548, Minneapolis, Minn.
Local Union 580, DuBois, Pa.
Local Union 685, Chicopee, Mass.
Local Union 710, Long Beach, Cal.
Local Union 711, Mt. Carmel, Pa.
Local Union 776, Marshall, Tex.
Local Union 863, Conneaut, O.
Local Union 893, Wellsburg, W. Va.
Local Union 930, St. Cloud, Minn.
Local Union 936, Wilmerding, Pa.
Local Union 957, Stillwater, Minn.
Local Union 964, Ausable Forks, N. Y.
Local Union 981, Petaluma, Cal.
Local Union 1019, Cortland, N. Y.
Local Union 1160, St. Jean, Que., Can.
Local Union 1238, Stratford, Ont., Can.
Local Union 1281, Abilene, Tex.
Local Union 1293, Michigan City, Ind.
Local Union 1361, Lebanon, O.
Local Union 1428, Titusville, Fla.
Local Union 1494, Baton Rouge, La.
Local Union 1522, Cullman, Ala.
Local Union 1536, Hamilton, Mont.
Local Union 1546, Baltimore, Md.
Local Union 1644, Minneapolis, Minn.
Local Union 1684, Sherbrooke, Que., Can.
Local Union 1687, Montgomery, Ala.
Local Union 1715, New York, N. Y.
Local Union 1873, Lawrenceville, Ill.
Local Union 1880, Carthage, Mo.
Local Union 1889, Downers Grove, Ill.
Local Union 1901, Montgomery, Ala.
Local Union 1921, Hempstead, N. Y.

—Votes of Local Unions Returned Without Local Seal or Official Signature—

Local Union 96, Springfield, Mass.
Local Union 162, San Mateo, Cal.
Local Union 274, Vincennes, Ind.
Local Union 387, New York City.
Local Union 453, Auburn, N. Y.
Local Union 1374, Keyport, N. J.
Local Union 1577, Chattanooga, Tenn.
Local Union 1855, Bryan, Tex.
Local Union 1895, McLeansboro, Ill.
Local Union 1933, Dyersburg, Tenn.

One Local Union vote received unsigned and unsealed, location unknown.

—Votes of Local Unions Received Too Late for Tabulation—

Local Union 371, Denison, Tex.
Local Union 773, Braddock, Pa.
Local Union 993, Miami, Fla.
Local Union 1701, Centralia, Wash.

—Total Vote for and Against Amendments.—

	For.	Against.
Question No. 1	20,947	10,465
Question No. 2	24,709	7,146
Question No. 3	22,097	9,246
Question No. 4	29,530	3,156
Question No. 5	26,772	5,463
Question No. 6	26,745	6,042
Question No. 7	18,124	14,977
Question No. 8	21,454	11,088
Question No. 9	21,076	11,708
Question No. 10	21,394	11,058
Question No. 11	13,609	14,041
Question No. 12	17,295	14,965
Question No. 13	26,839	4,947
Question No. 13A	13,410	15,137
Question No. 14	27,733	2,292
Question No. 15	29,108	1,568
Question No. 16	23,644	6,350
Question No. 17	23,076	6,632
Question No. 18	21,548	8,909
Question No. 19	21,368	8,132
Question No. 20	26,187	2,630
Question No. 21	19,079	9,266
Question No. 22	22,642	6,682
Question No. 23	22,609	5,128
Question No. 23A	5,010	19,914
Question No. 24	21,116	7,587
Question No. 25	23,214	5,579
Question No. 26	23,028	5,783
Question No. 27	21,842	7,103
Question No. 27A	6,041	22,794
Question No. 28	21,419	6,148

Question No. 29	19,253	7,929
Question No. 30	22,921	4,009
Question No. 31	18,870	8,903
Question No. 32	23,376	3,417
Question No. 33	23,902	2,514
Question No. 34	21,005	10,171
Question No. 35	19,687	2,843
Question No. 36	22,470	2,526
Question No. 37	21,595	4,024
Question No. 38	23,056	4,302
Question No. 39	20,467	5,910
Question No. 40	24,346	1,458
Question No. 41	20,261	5,407
Question No. 42	19,910	5,790
Question No. 43	22,354	3,222
Question No. 44	15,779	9,372
Question No. 45	23,050	2,305
Question No. 46	20,290	4,585
Question No. 47	20,778	4,721
Question No. 48	23,344	1,464
Question No. 49	13,396	9,240
Question No. 50	15,009	8,741
Question No. 51	14,877	8,504
Question No. 52	12,021	13,177
Question No. 53	15,908	6,361
Question No. 54	14,897	4,908

Propositions Carried—1, 2, 3, 4, 5, 6, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 45, 46, 47, 48, 53, 54.

Propositions Lost—7, 8, 9, 10, 11, 12, 13A, 23A, 27A, 44, 49, 50, 51, 52.

Committee on Tabulation:

(Signed) THOMAS GILMORE, Chairman.
L. E. NYSEWANDER, Secretary.
G. W. GRIFFITHS.
L. H. POST.
Z. F. CARRIGAN.

Correspondence

Labor Forward Movement of Syracuse, N. Y.

Editor The Carpenter:

On January 15, a trade union forward movement was started in Syracuse. Five hundred union men, headed by a brass band, marched from labor headquarters to the City Hall, where the Central Trades Assembly held an open meeting. The large hall was crowded to its utmost capacity and several hundred persons went away because of lack of room. It was the largest labor meeting that Syracuse ever had.

President Norman E. Sprague, of the Trades Assembly, turned the meeting over to T. M. Gaffney, editor of the Industrial Weekly, our local official organ, who read the following telegram from President Gompers, of the A. F. of L.: "Mr. E. V. Wood, Labor Hall, Syracuse, N. Y.—Had it been possible I should have been glad to come to Syracuse to deliver an address at the opening of the labor forward movement, but important duties made it necessary to return to Washington. Please convey my earnest hope that the labor forward movement may be showered with success, and that the men of labor will gather within the beneficent folds of the trade union movement and thereby promote and protect the interest of the workers and the betterment of the people. (Signed) Gompers."

President Lynch, of the International Typographical Union, was then introduced as the speaker of the evening, and his effort was one of the very best ever heard in this city on trade unionism. It was a fitting opening for the movement, and will be long remembered by those who heard it.

Open meetings of every craft are now being held, also general meetings for all workers. Everybody has the organizing fever, every craft is trying to outdo the other in the way of increasing its membership. There are now fifteen organizers in the field and others are coming. At the time of writing, 1,000 members have been added to the fold, and the movement is only two weeks old, the results being above the anticipation of the movement's staunchest supporters.

The carpenters are by no means in the background. We have three locals in our city—L. U. 26, with a membership of 850; L. U. 1211, with 112, and L. U. 192, with 85. They are doing yeomen

R. H. HOOKER.

work in the movement. As an inducement they reduced their initiation fee to $10. The secretary of the movement wrote President W. D. Huber for an organizer to be sent here for sixty days, requesting that "he choose the very best man that he had available." Brother Charles N. Kimball, of Boston, came in answer to the letter, and, judging from the work he has done since he arrived on the scene, President Huber certainly granted the request. He has been doing missionary work in the suburbs, and already there are signs of three new lo-

cals. He has also spoken at all the locals here and always with good results. Several days ago he went to Rockwell, a suburb, and several members went with him. They held a meeting in Ash Hall, John T. O'Brien, Business Agent, acting as chairman. Another meeting will be held there in a short time, and it is expected that enough names will be obtained to send for a charter. After the meeting, Brother "Dennie" Hurley, of 26, invited some of the boys down to the house, and they had a great time there. Mrs. Hurley presided at the piano, while Brothers Hurley, John O'Brien and William O'Brien, all good violinists, displayed their abilities on the violin. Brother Kimball then sang psalms with marked effect, proving to be a vocalist as well as "evangelist."

At the meeting of the D. C., Brother Kimball announced that he had been ordered to leave for Boston on the 30th. The secretary was instructed to write the General President asking that he be left here until June 1. The Carpenters' Union asked for a raise of wages from 45 to 50 cents an hour, the outcome being problematical, and it is thought if Brother Kimball is taken away another man might be sent here who might not be able to continue the work where the present organizer left off.

Fraternally yours,

ROBERT H. HOOKER,

Secretary, Forward Movement.

Syracuse, N. Y.

A Warning From Denver

Editor The Carpenter:

At the last meeting of the Carpenters District Council, I was instructed to send you an article to be published in The Carpenter, notifying the Brotherhood at large of the trade conditions in Denver.

While I am not the equal of Jack London in the literary field, but more on the order of Senator Simon Guggenheim, of Colorado, I hope it may be possible that the members of the Brotherhood will understand our meaning, as we are making an effort to stop the so-called "Boosters" from flooding the city with idle men so that they may be able to reduce the price of labor.

The real estate exchange, the chamber of commerce and the daily papers are sending broadcast a report that a wave of prosperity is due in Colorado that will exceed the most prosperous days of Cripple Creek. Indian shows, Moffat tunnels, mineral strikes, dry ranches, sky scrapers, and irrigation ditches are only a few of the wonderful projects that are to blossom in the next two years. The residents of Colorado, especially those who are financially compelled to remain here, only wish it were true.

Do not be misled by these false and erroneous statements. There are now in the city of Denver at a very conservative estimate 70 per cent. of the members of building craft idle and on the streets, and many have been idle for months. This does not include the unskilled laborer that has drifted in from the mining camps, railroads and other places, only to find the labor market flooded and the most dangerous of all thiefs, the employment agent, charging an enormous fee for what few fake jobs he may receive.

For an illustration, in 1911 the carpenters' organization had a membership of 1,800 in the city of Denver alone. Now there is less than 1,000, and 75 per cent. out of employment. Out of thirty delegates at the last meeting of the Building Trades Council, six reported to be working.

Apartment houses of the three-story type, costing $60,000 to $70,000 are credited by the papers to be fourteen stories and costing a quarter of a million—smelters, factories, bank buildings and department stores are only a few of the fake inventions of these yellow journals.

Only a short time ago an advertisement appeared in one of the papers for carpenters, masons, painters, etc. Steady work the year round, eight hours per day, delightful climate and wages from $5 to $6 a day, were some of the

alluring features of the job, but when the true conditions were discovered they wanted the men to take their wages in building lots, and these lots were of the kind that you have to stake down to keep them from sliding off the side of the mountain. It is true we have a delightful climate in Colorado, but we can't eat it.

Now brother, there is no selfish motive behind this appeal. We are only giving you the true conditions as they exist in Denver. There is no one that will welcome you to the land of sunshine and Chinamen more heartily than the tradesmen of the West. We do not ask you to stay away. We are simply placing it honestly before you. But if you come to Denver expecting to find the conditions as advertised by the newspapers, and you hit the "coffee and" brigade, you have no one to blame but yourself. Fraternally yours,

BERT WHITE,
Sec.-Treas., Denver D. C.

Good Work of Ladies of Bridgepo rt Conn.

Editor The Carpenter:

The undersigned has organized a ladies' auxiliary to the Carpenters' Union of Bridgeport, to have the ladies of this city take more interest in unionism, to have them patronize union made goods, promote the cause of the union label among the merchants, and demand that the latter carry a larger supply of labeled goods. I have so far received in writing the word of two of our large stores—Foster-Bessee Co. and Cartwright Shoe Co.—that they will carry union-made goods in stock. But not alone will our union help the label. We will also accomplish other things. By getting the ladies interested in this work, it will also make some of those weak-minded union men attend their meetings better and then they will take more interest in the full meaning of unionism. Some of them, you know, are in a union simply for the wages and for nothing more.

Another object of this auxiliary is to help a fellow-member when in need—through sickness or accident. We will go around and investigate and do what we can to help them. In that way they are asking no charity and the money they pay in will be coming back to them in some way. I attended the convention of the U. B. of C. and J. of A. at Meriden, to have the men folks of other towns and cities influence the women to get out and do the same, for if fraternal societies can have ladies' auxiliaries, why not union crafts? The latter need them in support of their work, as the women spend 90 per cent. of their earnings—and why should this go to the sweatshops, for prison-made goods, and to unfair merchants, when it can be turned into union channels by simply having the women call for the label? A union man's pay should go to a union man. And, I tell you, a union man's wife or mother, or in fact any one belonging to him, cannot be too strong in this work. Fraternally yours,

MRS. HENRY J. GALLBROUNER.
Milford, Conn.

American Federation of Labor to Extend Its Organizing Campaign

Editor The Carpenter:

The American Federation of Labor is determined that the year 1913 shall eclipse all former years in its efforts to bring within the ranks of unionism the unorganized. The Federation is growing, and with that growth greater means are provided to prosecute organization work, and the circle of influence is being constantly extended. Conditions in the commercial world, added to the ever-increasing cost of living, is causing the unorganized workmen to adopt the "thinking" habit. With this favorable situation obtaining, it is the urgent duty of every central body, local union, and individual member to do its, his, or her part in the great organizing campaign being conducted by the American Federation of Labor. The efforts being put forth to organize the Steel Trust's employes is making gratifying headway, and in the great factory centers of the country the interest being taken by the

unorganized, as the result of the insistent and persistent efforts of the A. F. of L. officers, organizers, rank and file, is daily increasing.

Labor forward movements in various sections are adding impetus to the general campaign, and international and national unions are assiduously engaged in promoting organization work. In fact, there is more activity being displayed now than for many years. In view of these facts, it is incumbent upon the organized labor forces to take advantage of the present state of affairs, this revived interest, and bend every energy to increasing the membership of the organized labor movement. With the assistance necessary to meet the present opportunity, the year 1913 will be recorded as one of marvelous growth and effectiveness of the American Federation of Labor. Every union man and union woman should perform his or her part. That the important work of organization may be continued and intensified, the officers of the American Federation of Labor request that the following action be taken:

That all central bodies appoint organizing committees, where such committees are not already provided for, to work in conjunction with the local volunteer organizer or organizers. That these committees and organizers outline a campaign of organization under the direction of the central body. Local speakers should be secured to address all meetings which may be called, as well as securing the co-operation of all trade unionists in the performance of personal work among the unorganized.

The American Federation of Labor will assist in this campaign by furnishing, without cost, trade union literature in any quantity necessary to cover the field. This literature will be printed in the following languages: English, Polish, Italian, German, Slav, French, Spanish, Yiddish, Lithuanian, Norwegian, Danish, Portuguese, Hungarian, Swedish and Russian.

Orders for this literature will be honored when applied for by officials of central bodies or organizers. State specifically number of unorganized and their respective nationalities in your city, so that the proper amount and character of literature can be forwarded.

Let the watchword be "Organize," and let us, with united effort, work unceasingly, to the end that the yet unorganized may be placed within the beneficent fold of unionism, that its benefits may increase and better conditions prevail among the workers.

We are going to wade into this fight for organization so that organization may fight for and secure not only better conditions, but justice and right.

Men and women of labor, Grit your teeth and organize!

Fraternally yours,
SAM'L GOMPERS,
President A. F. of L.
FRANK MORRISON,
Secretary A. F. of L.

A Further Word From Oklahoma

Editor The Carpenter:

I do not wish to impose on you or the readers of The Carpenter by asking for more than our share of space, but conditions here are not at all flattering for the present and look as bad for the coming season. This is not a "calamity howl" or even a "stay-away notice," but a conservative statement of conditions as they exist here.

Our membership has decreased a little more than 50 per cent. from June 1, 1912, to January 1, 1913, and we still have a great many idle carpenters all the time, which of itself is very significant. We now have only two jobs of any importance under construction in the city—the addition to the City High School and the Federal Postoffice—each working one carpenter. It will be spring before many more will be needed on either job—and a hundred carpenters are watching, each hoping that he will be the next lucky man.

At our last meeting we had refreshments, consisting of sandwiches and coffee with the usual (not wet) trimmings. The plumbers, who were meet-

ing in an adjoining hall, were invited in and we all enjoyed a very pleasant hour together. There were several good talks on the advisability of the building trades getting together in a Building Trades Council. All seemed to feel the need of stronger organization and closer affiliation. If I can see correctly, the time is now ripe in Muskogee for the various unions of the city to fill the gaps and cement our forces together, so that we can present a "solid front to the world," which is our only salvation.

W. T. MAXWELL,
President, L. U. 1072.
Muskogee, Okla.

Late Happenings in the World of Labor

In the three cities—New York, Rochester and Boston—where the garment Workers are now on strike, the manufacturers are showing signs of weakening. The total number of people involved in the New York City strike was 125,000, but adjustments have been made with upward of two hundred manufacturers and about twenty thousand of the strikers have returned to their employment. A fifty-hour week for tailors and a forty-eight-hour week for cutters has been established.

In Rochester one of the strikers, a seventeen-year-old girl named Ida Breiman, was shot and killed by an employer while doing picket duty. Ten thousand people were in attendance at her funeral.

On February 14, President Taft vetoed the immigration bill. The Senate, on the 18th, passed the measure over the President's veto by a vote of 72 to 18, but in the House an effort to do the same thing failed from want of the necessary two-thirds, the vote standing 213 to 114.

Richard V. Farley, a Philadelphia printer, who is the first union man to hold a seat in the State senate of Pennsylvania, was given a handsome silver set by Typographical Union No. 2 of Philadelphia not long ago. Senator Farley's election is considered by organized labor as a victory for the political policy of the American Federation of Labor.

At the recent meeting of the International executive board of the United Mine Workers of America in Indianapolis, an assessment was levied on the entire membership of the organization of 50 cents per member per month, to provide for the men engaged in strikes in West Virginia, British Columbia, Colorado and other places.

Governor Edward Dunne of Illinois, and Governor Eberhardt of Minnesota, in their recent inaugural addresses advocated many progressive measures in the interest of labor.

The metal trades department of the A. F. of L. has set on foot an extensive campaign of organization, which was opened in the city of Erie, Pa., on February 1. Much opposition, of course, was met with in that place, but President O'Connell and his lieutenants mean to keep right at it.

The locomotive firemen's controversy with the eastern railroads will be settled by arbitration under the provisions of the Erdman act. Three arbitrators will sit in the case. Albert Phillips of Sacramento, Cal., vice-president of the firemen, will represent the brotherhood on the board and W. W. Atterbury, vice-president and general manager of the Pennsylvania lines East, will represent the roads. These men will select the third member.

It is understood that, after years of fighting organized labor, C. W. Post has decided to "let up" in this, at least as far as open hostility is concerned. His latest invention, the Trades and Workers' Association, has been a complete failure.

A recent investigation by the national child labor committee disclosed the fact that girls under sixteen are working ten hours a day in the plant of the Oliver Steel Company of Pittsburgh. Their work is heavy, even for men.

The total immigration for the month of December was 76,315. Of these, 10,890 were Poles, 9,465 southern Italians and 8,379 Hebrews. Two thousand and eighty-one were carpenters and joiners by trade.

News Notes from Local Unions

Clarksville, Tenn.—Stay away from this place. We have more men here now than can find work and the situation is daily becoming worse. L. U. 552.

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Newport, R. I.—All migrating brothers should keep away from Newport until further notice. All coming to this city will be compelled to deposit clearance cards before going to work. We are asking for an increase in wages and must protect ourselves.

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Wichita Falls, Texas.—All traveling brothers will please stay away from Wichita Falls. Conditions are bad here at the present time and prospects for the near future are not very bright. No brother could do good to himself by coming here and would certainly harm L. U. 977.

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Martin's Ferry, O.—Local Union 1729 requests all brothers to stay away from Martin's Ferry. Nearly one-half of the brothers here are out of work and conditions are very bad in every way. We need every bit of assistance that we can get and you could give us no greater help than by not coming here.

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Paragould, Ark.—All union men are requested to stay away from this city until further notice. The majority of the members of L. U. 1103 are idle at this time and prospects do not look very promising. We will no doubt find it difficult to get work for some time to come and new men coming in will be make the situation worse.

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Tarentum, Pa.—Local Union 1430 has decided to make a demand on the contractors for an increase in wages, and in order to make the chances for obtaining this demand the better would ask all carpenters to stay away from this place, as also from Breckenridge and Springdale. Our chances at the present for obtaining our increase are not very favorable, as we have several non-union contractors here and, if outside men were to come in, our case would be almost hopeless. So stay away from Tarentum until after May 1, at least.

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Newburgh, N. Y.—On the evening of January 27th Local Union 301 of this place held its fourth annual banquet at the Palatine. One hundred and fifty journeymen carpenters were present, together with over a dozen employers. The principal address of the evening was that of Rev. George W. Huntington, who urged the necessity and worth of kind words "to those about you." "Do not be afraid," he said, "to tell a friend how much you think of him, how much he has done for you, and under what obligation you are to him, nor should you fear to express your obligation to God as to your fellowman for what He has done."

Brother Clark of Yonkers, who is temporarily working in Newburgh, congratulated those present on the friendly feeling existing between employers and employes in this place. Egbert Bates, one of the employers present, gave practical proof of this, by declaring that his new business would be a strict union shop. Other speakers were Lewis Burhaus, W. R. Moores, H. A. Wheeler, James Todd, Mr. Griffin, F. Elwood Tucker, J. D. Pennell, and Mr. Garlock. The banquet committee was composed of Ezra Beatty, William C. MacNeill, George De Hart, Henry Murray and Frank Goncalves. General Secretary Frank Duffy, T. M. Guerin, president of the New York State Council, and General Organizer George R. Murray were unable to attend, official duties compelling their presence elsewhere.

Information Wanted

Brother Henry L. Bemis, of L. U. 218, disappeared from his residence in East Boston, Mass., on last Thanksgiving Day and has not been heard from since. Bemis is about 5 feet 10 inches in height, weighs 180 pounds, is of medium build, with dark hair. He is a former member of the U. S. navy. Send information in his regard to his wife, Mrs. H. L. Bemis, 136 Havre street, East Boston, Mass., or to W. N. Thornton, R. S., L. U. 218, of the same place.

Brother Edward P. Griffin, of L. U. 1350, Holyoke, Mass., eloped from that place with a woman by the name of Jenny Wilder, leaving a sick wife and two children, one of which is very seriously

EDWARD P. GRIFFIN.

ill. Members and business agents are requested to be on the lookout for him, particularly in New York, North Dakota, or South Dakota. Any information will be gladly received by his wife, Mrs. E. P. Griffin, 133 Sargent St., Holyoke, Mass., or Geo. Lane, R. S., L. U. 1350.

Milo T. Jeffrey, a union carpenter of Ottawa, Ill., left that place six years ago, and was last heard of in Baker City, Ore., in 1910. His family are very anxious to get in touch with him. The accompanying photograph was taken in 1884, but there is a marked resemblance between the picture and Jeffrey as he looked when he went West. He is now 55 years old, 5 feet 10 inches in height,

MILO T. JEFFREY.

dark complected, with dark gray eyes and dark hair. He is slightly stooped and weighs about 150 pounds. Send information of his whereabouts to Bert I. Larson, 110 E. Superior St., Ottawa, Ill.

If any of our members in California, Nevada, or Arizona know of the whereabouts of Joseph Teuzagolski, a Russian Pole, and carpenter by trade, who left Los Angeles for Arizona some time ago, please send his address or any other information to Fred C. Wheeler, L. U. 158, Labor Temple, Los Angeles, Cal.

Information is wanted in regard to the whereabouts of Alexander Calder, a joiner, who deserted his wife in Aberdeen, Scotland. The latter has been compelled to apply to the parish for help under the poor laws and has been receiving same for some time. Calder is a native of New Deer, Scotland, about 35 years of age, and was last heard of in Harrisburg, Pa., early in 1908. Any information in his regard should be forwarded to his wife, Georgina Illingsworth Calder, care C. B. Williams, Inspector, Aberdeen Parish Council, 20 Union Terrace, Aberdeen, Scotland.

Wm. A. Haines left his home in Hawarden, Iowa, and has not been heard from since. He is 5 feet 7 inches in height, weighs 160 to 165 pounds, has light blue eyes and light brown hair.

WM. A. HAINES.

He is 26 years old and of German descent. The above picture is a good likeness of him. Any information in his regard should be sent to his old chum, N. B. Pierson, 128 Lagina St., San Francisco, Cal.

Alexander Miller, of L. U. 222, Westfield, Mass., deserted his wife and child November 29, 1912, and has not been heard from since. He is 36 years of age, 6 feet in height, with dark brown hair

ALEXANDER MILLER.

and brown eyes. His right hand was much larger than left and index finger of right hand was swollen. He probably went first to Fitchburg, Mass. Any one knowing of his whereabouts will please notify Chas. Van Heynigen, F. S. L. U. 222, Westfield, Mass.

Information is wanted in regard to the whereabouts of George Franklin, a former member of the carpenters' union of Austin, Texas, who has disappeared. He was last heard of in Carlsbad, N. M. Forward such information to Mrs. M. A. Spurgeon, Waco, Texas.

Information is wanted in regard to the whereabouts of Minor B. Fowler, of Murphysboro, Ill. His description is as follows: Age, 56 or 58 years; height about 6 feet; weight, 165 pounds; brown hair, now possibly gray. He was last heard of in California twelve years ago. Address Claude Fowler, 232 S. 13th St., Murphysboro, Ill., or I. D. Fowler, Carson City, Mich.

Notice

Brother carpenters are requested to steer clear of Rhinelander, Wis. There is a scarcity of work here at the present time.—L. U. 654.

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Carpenters will please stay away from Richmond, Va., until further notice. The newspapers, trying to boost the city, are daily publishing glowing account of the building being done here, but say nothing of the scores of carpenters walking the streets. L. U. 383.

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Migrating carpenters will steer clear of Columbia, S. C., as we have sufficient men to fill all places and we are asking for an increase in pay of 5 cents on the hour. We ask you to stay away and help us win out.—Columbia, S. C., District Council.

❖ ❖ ❖

Brothers, stay away from Macon, Ga. Work is scarce here at the present, many men are out of work, quite a few walking the streets. Don't notice any advertisement you may read in the daily papers or any communication you may get from Macon contractors. If at any time you should wish any information on this subject we will be glad to communicate with you and state the facts as

they exist. We will gladly welcome our members of neighboring towns and cities or from all other parts when conditions will authorize the same. L. U. 144.

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Brother Carpenters—Owing to the inclemency of the weather and conditions in the building line, we now have as many men here as can make a living. Will brother workmen please take notice that we cannot promise you employment at present. Stay away from Waxahachie, Texas.—Local Union 332.

Entertain General Officers

Indianapolis, Ind.—On the evening of February 6, Mill Men's Local Union No. 589, held an open meeting in their hall on Delaware street, to which our general officers and general executive board were invited, as also Brother S. P. Meadows, secretary of the Building Trades Council. All of those invited were present and gave the local a lot of good advice as to how to proceed to perfect our organization. Everybody enjoyed the affair and a most pleasant evening was spent getting acquainted with our new general officers and board members. Local 589 gave a vote of thanks to those who took part in the evening's entertainment.

State Council Convention

The eighteenth annual convention of the Massachusetts State Council of the brotherhood, which will long be remembered as one of the most important sessions of that body, was held in the city of Springfield during the week of February 17. About 160 delegates were in attendance at the daily meetings of the council.

The convention was opened on Monday morning by W. P. Walsh, of Springfield, who turned over the gavel to President John Hannigan. Mayor John A. Denison, and President George Wienn, of the local Central Labor Union, welcomed the delegates to the city. Walter Pratt was elected assistant secretary, and the convention settled down to business. The following committees were appointed by the president:

Constitution, William Foster of Springfield, A. J. Sanguinette of Worcester, A. J. Howlett of Boston, E. W. LeLacheur of Dorchester and J. C. Poole of Pittsfield; resolutions, Thomas Bean of Boston, George L. Nickerson of Brockton, Timothy Roy of Lowell, W. J. LaFrance of Springfield, and A. W. Clark of Lynn; auditing and finance, J. C. Generouss of Westfield, S. C. Smith of Haverhill and A. J. Gagnon of Worcester; officers' reports, George Lane, E. D. Winchell, F. N. Young, W. E. Cotter and J. P. Yousignant.

One of the most important discussions to come up was that in regard to proposed changes in the state constitution. The present constitution of the union has been in force about ten years, and while giving general satisfaction it has been felt that the state council had outgrown it. The matter of revising the constitution was taken up at the last convention, and at that time a committee was appointed to consider the necessary changes and report at this session.

This committee's report was thoroughly reviewed and, after a prolonged debate, the matter was referred back to the committee for further action. The state was also redistricted, so as to afford equal representation on the executive board of the state council. A movement was set on foot for uniform wages and hours within the state, as also for uniform dues and initiation fees. The state executive board was ordered to consult with Cardinal O'Connell in regard to the use of union labor on church buildings. Walter J. LaFrance was appointed as special legislative representative to appear at the State House in Boston at the hearing on the mechanics' lien bill.

One of the pleasing features of the convention was the reception accorded William J. Shields, general organizer for the United Brotherhood, who has had charge of the organizing work in Massachusetts. Brother Shields came as

the guest of the convention in response to a telegram sent him Monday. Among the men in the organization he is commonly referred to as the "grand old man" of the order, a tribute which he has earned by years of hard work for the national organization. The esteem in which he is held by members of the union was shown when the entire delegation arose and cheered him to an echo when he entered the hall.

The council indorsed him for re-appointment to his present position.

The following officers were elected for the coming year: President, John Hannigan; vice-president, J. L. Keefe; secretary, Peter Provost, Jr.; treasurer, J. M. Harvieux; executive board, William Nelson, Walter Pratt, Edmund Shulin, S. W. Clark, Joseph Millette, George Lane, John Cummings. Among the guests attending the convention as fraternal delegates were T. M. Guerin, of Albany, N. Y., member of the general executive board from the first district; J. Fogerty also of Albany; H. Stanley of Meriden, Conn., and R. Vreeland of Bayonne, N. J.

Miss Eva Goldsmith—Labor Champion

There is pending before the legislature a bill to regulate the hours of employment of women and children in Texas industries, and never in the history of the Texas legislature has there been a labor measure opposed as bitterly and relentlessly as this one has. The cotton mill owners, the worsted factory at Houston, and Laundrymen's Association have attempted with a large body of lobbyists to defeat this measure.

These rich and well-fed mill owners pictured ideal conditions as prevailing in the several plants represented. They stated that the hours worked in the past were satisfactory to their operatives and that any reduction of hours would work a hardship on these employes; and, by the way, they produced petitions to prove that what they said was true (but they also were forced to admit that these petitions were circulated by their superintendents and foremen, and in some instances they called their employes together and made them a speech against this bill). To hear them talk, and not knowing the true conditions, would lead one to believe that a cotton mill was a paradise. But when Miss Eva Goldsmith, president of the Texas Garment Workers, told the true and unvarnished facts about these industries and of the abject poverty of the employes these great self-styled benefactors of the human race were put on the defensive and completely routed. The working people of this state are fortunate in having a champion for their cause in the person of Miss Goldsmith, for it was by and through her efforts that this "nine-hour bill" was reported out of the committees with a unanimously favorable report.—Texas Carpenter.

The Living Wage

The concept of a living wage is a Christian concept, based on the Christian idea of the worth of the individual. The idea in its fullness implies the sacredness of the individual.

The idea of a living wage bears no relation to productive efficiency. The idea of productive efficiency means that the aim and end of life is production.

What we mean by a living wage is a wage sufficient to enable the individual to develop its faculties to a reasonable extent at least. It means he must have sufficient food, clothing and shelter to insure health, and he must have sufficient recreation to enable him to recreate and get that diversion which is necessary to growth of mind and body.

And man can't be expected to be much of a member of a church if he has only one suit of clothes, the same suit in which he has worked all the week, perhaps, at some disagreeable employment. These are all included under the head of a decent livelihood and should include not only the man himself, but his wife and children, who are yet too young to be wage earners. But to obtain these things the individual must be willing to do a reasonable amount of work.—Exchange.

Trade Notes

Movements for Better Conditions

Local Union 1832, Escanaba, Mich.—At our meeting of January 22, we voted to raise our scale for next season from 42 cents to 45 cents per hour, same to go into effect on May 1. Prospects for obtaining our demand are fair.

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Local Union 1835, Waterloo, Ia.—We are trying to raise our scale this year from 45 cents to 50 cents per hour, same to take effect May 1. All the contractors in this place, or at least a majority of them, seem in favor of the increase. There is no likelihood of a strike.

❖ ❖ ❖

District Council, Wyoming Valley, Pa.—We are asking for an increase in wages of 5 cents per hour, making our minimum 42½ cents. Conditions in the district are promising, and we have no doubt but that our demands will be granted.

❖ ❖ ❖

Local Union 16, Springfield, Ill.—We are making a demand for an increase to 55 cents an hour for outside men with Saturday half holiday. Our present rate is 50 cents with a straight forty-eight-hour week. The trade is in good shape here in Springfield and our chances for obtaining the demand seem good.

❖ ❖ ❖

Local Union 1773, White River Junction, Vt.—We have set on foot here a movement for the eight-hour day for the coming season. At the present we our working nine hours. Trade has been in first-class condition the past season and our prospects are very favorable for the new year. From time to time Massachusetts contractors are at work on buildings for Dartmouth College, which is our "stamping ground," and they invariably give us the eight-hour day. Our local contractors also seem favorably declined.

Local Union 186, Steubenville, O.—At a recent meeting of this local, the members voted to advance our wages from $3.50 to $4.00 per day. Business looks good for next season, no men being idle at the present. Our old agreement expires on the first Monday in April.

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Local Union 437, Portsmouth, O.—We are asking for an increase in wages from $3.00 per day to $3.50, same to take effect on April 1. The condition of trade in Portsmouth has been good and the outlook is very favorable. There is no likelihood of a strike.

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Local Union 207, Chester, Pa.—This local has made a demand for 45 cents an hour for a forty-eight-hour week instead of the present rate of 40 cents. Trade has been good here the past season, and our chances are good for obtaining our demand. The new scale should take effect on the 1st of May.

❖ ❖ ❖

Local Union 431, Brazil, Ind.—We are to ask for an increase in wages of 2½ cents per hour, to take effect on May 1. Our new scale will be 42½c per hour for an eight-hour day. Trade has not been good here the last year, but the outlook is good. There are no more men idle than is usual at this time of the year.

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District Council,, Cleveland, O.—The members of this district have voted to make a demand for 5 cents per hour increase in wages, including the millmen. Our present rate for outside men is 45 cents per hour for an eight-hour day. The condition of the trade in this vicinity during the past season has been fair, better than the previous year. Although at the present time there are a good many men idle, we have good prospects of obtaining our demand.

Local Union 1014, Warren, Pa.—We are making a demand for a reduction of hours from nine to eight per day. The prospects for obtaining this are favorable and no trouble is anticipated. Trade has been fair here the past season.

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Local Union 952, Bristol, Conn.—Our scale for the new year provides for an increase from $3.28 per day to $3.60 per day, to take effect on May 1. Our prospects for obtaining this demand are very good and we anticipate no trouble of any kind. We are also asking for Saturday half holiday.

❖ ❖ ❖

Local Union 660, Springfield, O.—As trade has been good here this season and all men have had work up to the present time, we have decided to ask for an increase in wages from 35 cents per hour to 40 cents. Our prospects for obtaining this demand are rather doubtful, however, and there is some likelihood of a strike.

❖ ❖ ❖

Local Union 1069, Muscatine, Ia.—We are to demand an increase in wages this year from $3.00 to $3.50 per day. We had no agreement with the contractors for the past two years. Our last scale was 37½ cents per hour, but 75 per cent. of the men have been getting $3.25 for eight hours' work, so we do not look for any trouble in obtaining the advance to $3.50. The new scale should go into effect on April 1.

❖ ❖ ❖

Local Union 1665, Alexandria, Va.—At a special meeting of the mill workers of this place, it was decided to ask the mill owners for an increase in wages of 25 cents per day and the adoption of the eight-hour work day. We are at present working for $2.25 per day of nine hours. The men do not anticipate any trouble with their employers, and our prospects are favorable. The mills in Washington, D. C., we are informed, are paying from $2.25 to $3.00 per day of eight hours.

Local Union 810, San Diego, Cal.—Our local, at a special called meeting, voted to make a demand for an increase in wages from $4.00 to $4.50 per day, to take effect on March 31. Our prospects for obtaining this are good. Twenty-five per cent. of the contractors are known to be in favor of it, and we do not look for trouble.

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Local Union 742, Decatur, Ill.—This local is asking for an increase in wages from 40 cents to 50 cents per hour. We have an agreement with the contractors at the present time for the latter scale which expires on April 1. Our prospects for obtaining our demand appear to be good and a strike is not probable.

❖ ❖ ❖

Local Union 572, Georgetown, Texas—At a regular meeting of this local a resolution was passed by almost unanimous vote, to amend our trade rules so as to establish a minimum wage of 50 cents per hour for the coming year. Our present rate is 40 cents per hour for an eight-hour day. Trade has been good here the past season. There are no men idle.

❖ ❖ ❖

Local Union, 1949, Lewistown, Mont.—This local is demanding an increase in wages from $4.50 to $5.00 per day, or 62½ cents per hour. Trade is a little dull at present here, owing to the season, but prospects are good. The outlook for obtaining our demand is promising. The new scale should go into effect April 1.

❖ ❖ ❖

Local Union 1678, Peckville, Pa.—We are asking this year for a minimum wage of 43½ cents per hour or $3.48 per day for journeymen, and of 48½ per hour for foremen, same to take effect on April 1. Our present rate for journeymen is $3.00 per day. The cities of Carbondale, Forest City, Jermyn, and Peckville are trying to establish a uniform rate for the coming season. We look for no trouble in obtaining our demand.

Local Union 493, Mount Vernon, N. Y.—We are making a demand for a new scale, to go into effect on April 1, providing for an increase in wages of 3⅛ cents per hour. Our present rate is $4.00 per day for an eight-hour day. Trade is in good condition here and our prospects are very promising.

❖ ❖ ❖

District Council, Kennebec Valley, Maine—It has been decided by the locals affiliated with the district council here to advance the minimum scale of wages from $2.75 to $3.20 per day. There are not many men idle in either Augusta or Watertown, and prospects look good for obtaining the demand.

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Local Union 117, Albany, N. Y.—This local has submitted a new agreement to the contractors to take effect on the 1st of April, providing for a minimum wage of $4.00 per day instead of the present rate of $3.60. Trade has been good here during the past season, but few men are idle, and we have very good chances of obtaining our demands.

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Local Union 41, Nashville, Tenn.—We have begun a movement here for an increase to $2.80 a day for an eight-hour day, instead of our present rate of $2.70 for nine hours. Trade has been better this season than last and there is very little likelihood of a strike or other trouble. Almost all our men are doing something at the present.

❖ ❖ ❖

District Council, Berkshire County, Mass.—This district council has made a demand on the employers for an increase in pay from $3.36 a day or 42 cents an hour to $3.50 a day or 43¾ cents an hour, the demand applying only to the locals in Great Barrington, Lee, Adams, and North Adams. The other locals in the district council have already as good or better conditions. We do not expect any trouble at all in obtaining our demand. The referendum vote in regard to the matter was unanimous and the contractors seem well disposed.

Local Union 145, Sayre, Pa.—We have voted to make a request for an increase in pay from $2.50 per day for a nine-hour day to $3.00 per day, same to take effect on May 1. Elmira, which is only eighteen miles from Sayre, has a $3.00 rate for eight hours. We feel on that account that our demand is just. Trade has been good in Sayre and our outlook is very favorable.

❖ ❖ ❖

Local Union 130, Teague, Texas.—This local has voted for an increase in wages. Our present rate for journeymen is $3.60 per day. Under the new scale these will receive $4.00 per day or 50 cents an hour; foremen will receive 56¼ cents per hour, and apprentices 25 cents. The employers are very well disposed and there is absolutely no likelihood of a strike. The carpenters in our town are thoroughly organized.

❖ ❖ ❖

Local Union 877, Worcester, Mass.—At our last quarterly meeting held January 3, this local voted for a fifty-hour week, beginning May 1, with no reduction in pay. This would give us a Saturday half holiday the year round. At the present, we get it but part of the time. There is not much likelihood of a strike, though we may finally have to resort to that to obtain our demand.

❖ ❖ ❖

Local Union 66, Jamestown, N. Y.—The conditions are very promising in this city and the outlook for the coming year is very good. We have decided, however, that $3.00 per day is not enough for carpenters and are to ask for an increase to $3.60, the new rate to take effect on May 1. About 10 per cent. of our men are idle at present. There is but little likelihood of a strike.

❖ ❖ ❖

Local Union 1632, San Luis Obispo, Cal.—We are asking an increase in wages from $3.50 per day to a minimum of $4.00 per day, same to take effect on June 9. The trade is better this season than last. There is but little likelihood of a strike.

Local Union 921, Portsmouth, N. H.—It is our plan to notify the contractors of this city and vicinity that on and after May 5, the work day for all members of our union shall be eight-hours, with Saturday half holiday, at a minimum rate of 41 cents per hour or $18.00 per week of forty-four hours. Our present wage is $18.00 per week of forty-eight hours. We are over 75 per cent. organized and do not anticipate much trouble in securing our demand.

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District Council, Columbia, S. C.—By a unanimous vote, this district council voted to demand an increase of 5 cents per hour, which would make a minimum scale of 40 cents per hour for a nine-hour day. Conditions in the trade are good every way except in the present amount of wages received. Ninety per cent. of the local carpenters are organized, and we feel sure that we will obtain our advance. There are practically no men idle at the present time in this place.

❖ ❖ ❖

District Council, Newport, R. I.—At a meeting of this district council on January 21, it was decided to make a demand for 55 cents an hour minimum for carpenters, and 55 cents for outside work and 50 cents for shop work for cabinet makers and mill men, same to be put into effect on April 1. Our present rate for carpenters is 47 cents an hour for an eight-hour day. Our chances for obtaining our demands are good. There is but little likelihood of a strike, except perhaps in one or two shops.

❖ ❖ ❖

Local Union 169, East St. Louis, Ill.—At our regular meeting on the night of January 1, we voted to ask for a raise in wages of 2½ cents per hour, making our new scale 62½ cents per hour. While work at present is not as good as it has been for eight or ten months past, owing to the season, the indications are that we will have an exceptionally good spring, and we anticipate no trouble in securing the raise. The new scale should take effect on April 1.

Local Union 1899, Hobart, Ind.—We are asking for an increase from 45 cents to 50 cents an hour, same to take effect on April 1. The Lake county district council has approved of our movement and our chances for obtaining the advance are very good. Trade has been brisk here the past season.

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Local Union 806, Pacific Grove, Cal.—At the last January meeting of our local, we voted to raise our wage schedule from $4.00 to $4.50 per day to take effect on the 1st of April. There will be no trouble with the contractors as they are all heartily in favor of the change. Our town is thoroughly organized as far as the carpenter trade is concerned.

❖ ❖ ❖

District Council, Boston, Mass.—The outside carpenters of this district are asking for the establishment of a new wage scale providing for an increase from 50 cents to 55 cents an hour, to take effect on June 1. The referendum vote on this proposition was overwhelmingly in favor of the increase. The carpenter trade has been fairly good during the past season and we anticipate but little trouble in enforcing our demand.

Successful Trade Movements

Sioux City, Ia.—Through the efforts of General Organizer Wm. Greibling, Local Union 948 has signed a two-year agreement with the Master Builders' Association, in which our demands have all been granted. We are to receive an advance of 5 cents per hour and the institution of the union shop. Our wages had previously been $3.60 for a day of eight hours, but we had had no agreement with the contractors. Our agreement goes into effect on May 1.

❖ ❖ ❖

Westfield, N. J.—On January 1 we received our increase of wages without any trouble. We will now get $4.00 per day of eight hours, instead of $3.82, our last season's rate. The new schedule went into effect immediately upon agreement.

Craft Problems

Drawing a Curved Rafter

(By Milton Logan.)

You will remember that I have contributed a few craft problems to our journal during the past few years. I will now give you a few more, which I think work out correctly in practice, hoping the same will benefit the brothers. I notice in the January number a plan for drawing a curved rafter by A. D. Stafford of L. U. 141. There are several methods of drawing the curve. I give herewith a method of drawing it by means of the triangle.

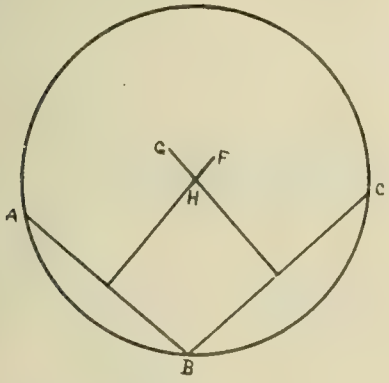


Fig. 1.

Through three given points, not in the same straight line, one circumference can be made to pass, and but one.

To draw a segment of a circle by means

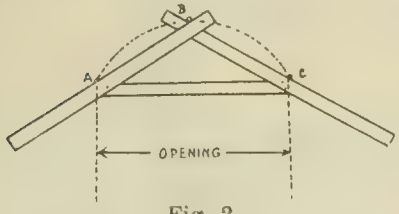


Fig. 2.

of a triangle without knowing the center put a small nail at A and C—the width of opening. Place your pencil at B, the crown of the arch. Slide the triangle around from A to C, keeping it against the nail. The triangle is made of straight piece of lath. Can produce a segment of any height.

To find the center of a circle, draw any

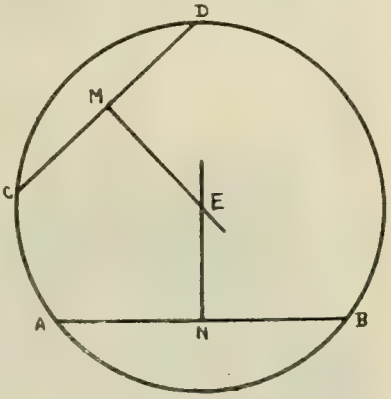


Fig. 3.

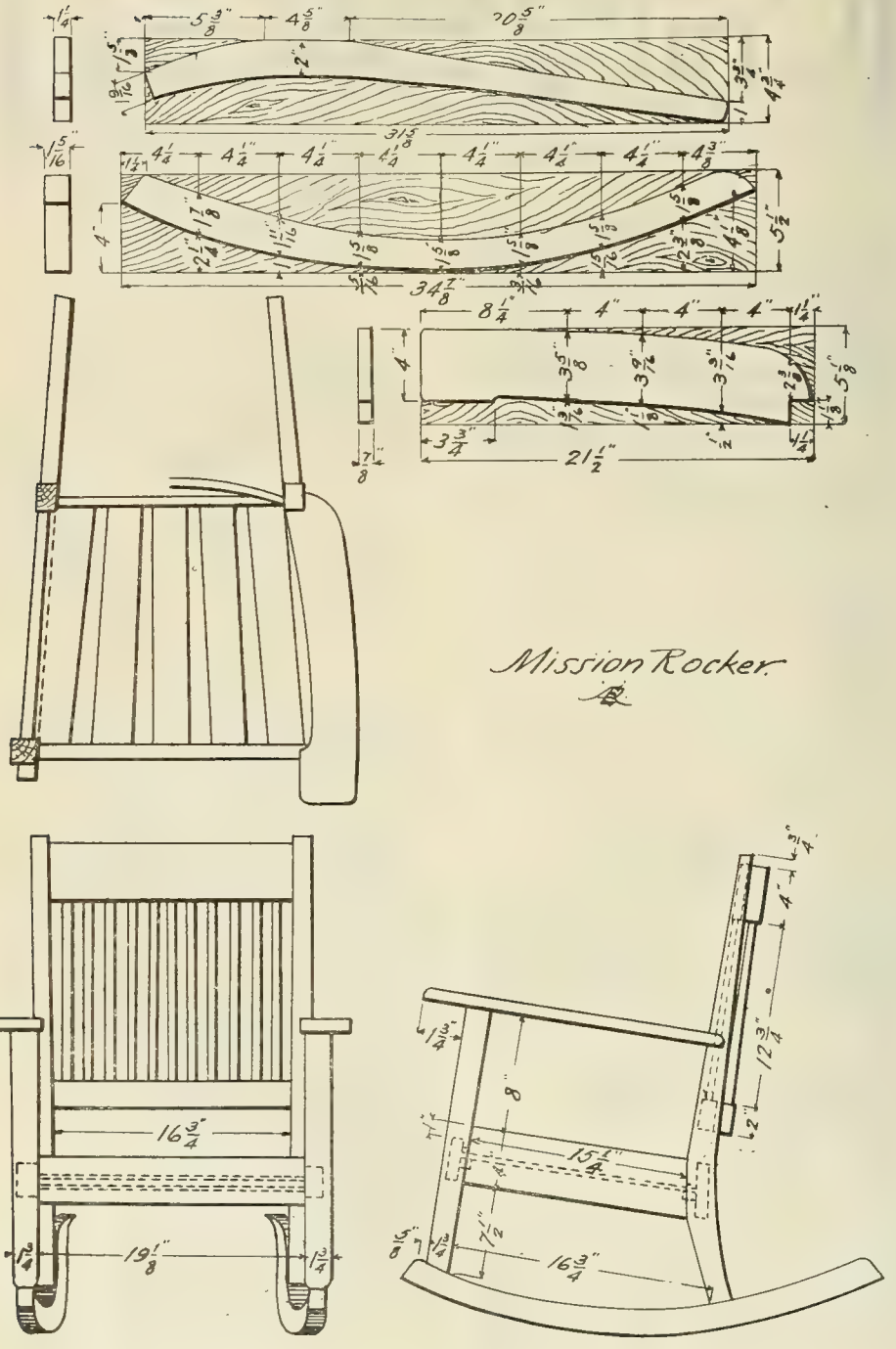
two cords in the given circle, as A B and C D from the middle points, M and N. Draw perpendicular to D B and C D. They will intersect in the center at E.

Mission Rocker

(By Prof. A. Edward Rhodes.)

Our second piece of furniture is perhaps the most difficult of all to make, but I know that it is a comfortable chair. It is low; the front of seat about 16 inches from the floor when my lady is leaning back "just right." For a man the height and width should be increased more or less. The amount of this increase may easily be determined by considering the weight and height of the average man who will use the chair. Personally, if the chair was for my home it would be made to fit me. I believe that home should mean first comfort for those comprising the home, and second for the occasional guest.

With proper tools this chair is not so hard to make as it appears at first glance. If you have no means for mak-


Mission Rocker.

ing the curved back, it may be made straight, but the improved appearance of the finished article is well worth the extra effort and perhaps extra expense.

Shaping the back, uprights, arms and rockers will be an interesting job. Suitable grained wood should be selected for the rocker because there are many otherwise good rockers made into firewood each year for no other reason than that one of the rockers was short grained and naturally broke when someone rocked back in the chair.

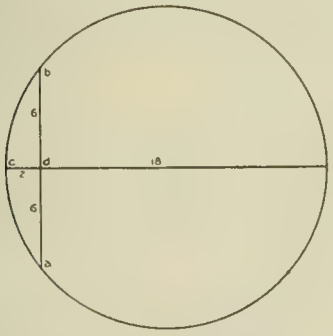
This chair may be made of any kind of wood with a preference for oak, natural finish. Another good wood is poplar. It is easy to work and, by using a mahogany stain properly put on, you will have a chair that is both ornamental and useful, and that will be worth several times its cost both in money and comfort value.

Geometrical Theorem

(By F. B., L. U. 1072.)

Lengths—Ab and cd given: Ab, 12 inches; cd, 2 inches; diameter, 20 inches.

The product of the segments of a chord drawn through a fixed point within a circle is constant, no matter in which direction the chord may be drawn.



$6 \times 6 = 36 = \frac{1}{2}$ chord $\times$ other $\frac{1}{2}$.
$36 \div 2 = 18$ = remainder of diameter.
$2 + 18 = 20$ = diameter.
$20 \div 2 = 10$ = radius.

I have seen very much concerning how to find the radius. The length of the chord and height of the segment being given, one-half of the chord times the other half, divided by the height of the segment equals the remainder of the diameter.

An Attractive South Dakota Shingle House

(By Felix J. Koch.)

To those to whom the Dakotas are still the wastes of arid desert, tramped by the buffalo, which the old school geographies taught them, it comes as a surprise, on alighting at Watertown, or some other of the enterprising little

cities of the more southern of the two states, to find splendid dwellings of most up-to-date shingle pattern, after the fashion of the one herein shown. South Dakota is building up with people from both east and west, and they are carrying culture and a taste for the beautiful with them.

A Thirst for Knowledge

What Dora knows of botany,
Of Greek or trigonometry
Or any "ology" that goes
To fill the font whence wisdom flows
Would scarcely make a library

In fact, a little dunce is she,
And yet she suits me to a "t,"
For, after all, no other knows
What Dora knows

She knows who loves her ardently,
She knows what her reply will be
When he gets courage to propose
Shall he receive the thorn or rose?
I'd give a lot to know, ah, me
What Dora knows

—T. A. Daly in New York Evening Sun

Für Unsere Deutschen Leser

Die Einschränkung der Ueberstunden.

(Fortsetzung von letzter Nummer)

beitslosenzahl für den Rest der Woche ein Prozent überschreitet. Wenn ein Mitglied an irgendeinem anderen Tage als am Beginn der Arbeitswoche in Arbeit tritt, so wird die gewöhnliche Anzahl der Arbeitsstunden vom Tage des Arbeitsantritts bis zum Ende der normalen Arbeitswoche als seine volle Woche gerechnet."

Aus diesen Statuten ist zu ersehen, daß sie für dringende Notfälle vorgesehen sind, insofern die Ueberstunden nicht beschränkt sind, bis der Arbeiter seine volle Anzahl Stunden pro Woche gearbeitet hat, — das heißt, er kann direkt nach Arbeitsschluß weiter arbeiten, bis seine 48 Stunden vollendet sind, mit der Bedingung, daß die Extrasätze bezahlt werden und solche Pausen eintreten, die die Naturgesetze verlangen. In dieser Beziehung weichen diese Statuten beträchtlich von jenen der schottischen Möbeltischler ab, auf die wir schon aufmerksam gemacht haben. Die Inhibierung aller Ueberstunden, wenn ein Prozent der Mitglieder arbeitslos ist, hat die Wirkung,. die Unternehmer, die eilige Arbeit haben, zu veranlassen, die arbeitslosen Mitglieder der Gewerkschaft des Bezirks einzustellen, wenn sie wünschen, daß ihre Leute Ueberstunden machen sollen. Eine andere Methode, die häufig in Anwendung gebracht wird in Schiffswerften und mehreren Möbelwerkstätten in verschiedenen Teilen des Landes, ist die Einrichtung einer Nachtschicht; eine Abteilung der Leute arbeitet, während die anderen ruhen. Obgleich die meisten Arbeiter es vorziehen, am Tage zu arbeiten, ist das Zweischichtensystem, wenn es notwendig ist, dem System der Ueberstunden vorzuziehen, insofern, als es denen Gelegenheit gibt, ihren Lebensunterhalt zu erwerben, die sonst arbeitslos wären, und es verhindert auch die gesundheitsschädlichen Wirkungen, die die unausbleibliche Folge der Ueberstunden sind. Gegen das Nachtschichtsystem oder gegen das System der Bildhauer mag eingewendet werden, daß es manchmal notwendig wird, daß ein Mann die Arbeit eines anderen aufnehmen muß, mit all den Folgen an Zeitverlust, der entsteht, wenn jemand die Arbeit fertigstellen muß, die ein anderer begonnen hat. Daß manchmal solche Nachteile bestehen, wird niemand bestreiten, der Kenntnis von schwieriger Arbeit hat, aber sie können und werden so viel wie möglich beseitigt werden. Und endlich, wenn Leute ihre Sachen eilig hergestellt verlangen, müssen sie auch bereit sein, die Folgen zu tragen und zu zahlen. Gewöhnlich ist es, wenn eilige Arbeit kommt, leicht einzurichten, daß die Arbeit unter die Arbeiter eingeteilt wird. Selbstverständlich gibt es viele Berufe und Beschäftigungen, wo ein Mann leicht die Arbeit aufnehmen kann, die ein anderer verlassen hat. Die Schwierigkeiten entstehen erst in den Berufen, die größere Uebung erfordern, und auch in diesen letzteren wird der gelernte Arbeiter immer mehr durch die Teilarbeit verdrängt, die ihm zugleich alles Interesse und alle Freude an der Arbeit raubt.

Und jetzt das Resümee: Ueberstunden sind schädlich, weil sie das Arbeitslosenproblem verschärfen. Sie sind schädlich, weil sie nachteilig für die Gesundheit des Arbeiters sind. Sie sind nicht nur schädlich, sondern auch unnötig, ausgenommen vielleicht einige wenige und seltene Fälle von Vorkommissen, die Leben und Gesundheit bedrohen. Niemand kann sagen, daß es notwendig ist, ein neues Kleid zu einem bestimmten Datum zu haben. Ueberstunden können und werden schon bis zu einer gewissen Grenze beschränkt und wenn möglich verhindert, aber sie sollten noch weiter beschränkt und wo irgend möglich abgeschafft werden. Wir, die wir wünschen, wirkliche und wahre Männer und Frauen in des Wortes höchster Bedeutung zu sein, müssen mit aller Macht arbeiten, dies zuwege zu bringen und müssen von den politischen und ökonomischen Waffen Gebrauch machen.=London.

Verhandlungen der ersten vierteljährlichen Sitzung, 1913, der G. E. B.

Folgende Geschäfte wurden von der G. E. B., mittelst Correspondenzen mit der G. S. und der G. P., vom Oktober, 1912, bis Januar, 1913, erledigt:

10. Oktober 1912.

Dayton, Ohio. — Eine Gesuch von der D. C. für eine Bewilligung als Unterstützung für Männer bei Arbeitseinstellung. Das Komitee bewilligte $500.00.

McGill und Ely, November.— Der G. S. unterbreitete dem Komitee den Inhalt eines Telegramms vom Sekretär der Ely Union in Bezug auf eine geplante Lohnerhöhung. Da die Auskunft sehr unklar war, wurde die Angelegenheit nicht in Erwägung gezogen ehe weitere Erklärungen bekannt würden.

12. Oktober 1912.

Indianapolis, Ind. Eine Bittschrift von der D. C. für eine weitere Bewilligung zur Vertheidigung von Meadows und Kline. Die Board bewilligte $3,000.00.

22. Oktober 1912.

Eine Empfehlung des John H. Potts, (ein Komiteemitglied des dritten Distrikts) daß einem jeden der beiden Delegaten zur American Federation of Labor und Building Trades Department eine Extrabewilligung von $100 zugesprochen werden sollte. Dem G. E. B. unterbreitet und mit einer Mehrheit angenommen.

6. November 1912.

New York City. -Ein Bittschreiben der J. D. C., daß die Arbeiter für die Hubble Hardwood Door Co. in New Rochelle, N. Y. abberufen werden dürften. Das Gesuch wurde bewilligt.

Ely, November. — Ein Gesuch der L. U. 1326 für finanzielle Unterstützung der Arbeiter an einer Strike. Das Komitee bewilligte $240.00.

8. November 1912.

Ottawa, Ont., Canada. — Eine Bittschrift der L. U. 93 für eine Bewilligung zur Organisirung. Es wurden $100.00 bewilligt.

11. November 1912.

Cincinnati, O. — Eine Anfrage zur D. C. um Erlaubniß zu einem Strike um einen Steel Trim zu erhalten. Offizielle Erlaubniß ertheilt.

18. November 1912.

Quincy, Ill. - Ein Gesuch der L. U. 1366 um Erlaubniß behufs Lohnerhöhung und Verminderung der Arbeitsstunden in den Fabriken. Gutheißung gegeben; doch wird die finanzielle Unterstützung später erst in Erwägung gezogen sobald Berichte bei der G. C. einlaufen.

25. November 1912.

Houston, Tex. Ein Bittschreiben der L. U. 213 für Erlaubniß betreffs Lohnerhöhung von 50 zu 62½ Cents pro Stunde, welche am 1. Dezember 1912 in Kraft treten soll. Erlaubniß bewilligt.

30. November 1912.

Indianapolis, Ind. - Ein Gesuch der D. C. für eine weitere Bewilligung zur Vertheidigung von Meadows und Kline. Es wurden $2,500.00 bewilligt.

11. Dezember 1912.

Quincy, Ill. - Anfrage von der L. U. 1366 für finanzielle Unterstützung der Arbeiter betreffs Lohnerhöhung. Die Board bewilligte $100.00

12 Dezember 1912.

New York City. Bittschrift der J. D. C. um Erlaubniß von der Entscheidung des Richters Ford im Falle von Savage vs. Potter zu appellieren. Die Board entschied zu Gunsten des Gesuches.

17. Dezember 1912.

Quincy, Ill. — Ein Gesuch der L. U. 1366 für Unterstützung der Arbeiter an einer Strike. Es wurden $100.00 bewilligt.

21. Dezember 1912.

Ely, N. Y. — Ein Bittschreiben der L. U. 1326 für Erlaubniß zur Arbeitseinstellung zur Erzwingung einer Lohnerhöhung die von den Arbeitsgebern versprochen waren, jedoch nicht gegeben wurden. Erlaubniß bewilligt.

Indianapolis, Ind.,
6. January 1913.

Die erste vierteljährliche Versammlung der G. E. B. wurde an obengenanntem Datum vom Vorsitzenden Connolly im Versammlungslokal zur Ordnung berufen. Zugegen waren Bausher, Post, Potts, Walquist, Cole und Martel.

Der Bericht der G. P. für das Quartal welches am 31. Dezember 1912 schließt, wurde verlesen und angenommen.

Muncie, Ind. — Bittschreiben der L. U. 592 um Geldbewilligung zur Organisierung. Dieses Gesuch wird an den G. S. verwiesen um weiter Auskunft über die Verhältnisse in Muncie zu erlangen.

San Francisco, Cal. — Bittschrift des Anton Johannsen, Mitglied der L. U. 122, unter Anklage sich an dem sog. Dynamit-Komplott in Los Angeles betheiligt zu haben, um Geldbewilligung für einen Advokaten zur Vertheidigung, wird bewilligt. Das Schreiben konstatiert, daß die Auslagen nicht über $5,000.00 sein würden.

Los Angeles, Cal. —Ein Schreiben vom Sekretär der Building Trades Council, nach welchem eine Konferenz der Haupt-Beamten hier, mit den Beamten aller anderen Nationalen und Internationalen Vereinen abgehalten werden sollte, um Wege und Mittel zu ersinnen wonach die Building Trades von Los Angeles sich vereinigen könnten. Dem neu erwählten G. P. übergeben mit der Empfehlung, daß derselbe sich gelegentlich der Angelegenheit mit den Haupt-Beamten der Nationalen und Internationalen Vereinigungen in Verbindung setze.

7. Januar 1913

Alle Mitglieder anwesend.

San Antonio, Tex. Ein Appell der L. U. 14 von der Entscheidung des G. P., ob in einem gewissen Falle ein zwei Drittel der Stimmen, oder nur eine Mehrheit derselben nothwendig sei, damit sich eine Union dem Hauptverein anschließen kann. Die Entscheidung des G. P. daß es nur einer Mehrheit bedarf, aufgehoben, und Appell zurückgewiesen.

Quincy, Ill. Eine Anfrage von der L. U. 1366 für weitere finanzielle Unter-

stützung zur Unterhaltung der Arbeiter an einer Strike. Es wurden vom Board $450.00 bewilligt. Der G. P. wird ersucht, sofort einen Sachkundigen nach Quincy zu schicken um sich zu erkundigen ob die Zustände dort derart seien, daß ein Bittschreiben für Unterstützung von dortselbst nothwendig war, und wurde derselbe beauftragt, sobald wie möglich, Bericht zu erstatten.

Ely, Nev. — Mittheilungen von der L. U. 1326, in welchen Nachricht von einer Controverse zwischen Arbeitervereinen dortselbst enthalten ist, auch Klage wegen Verzögerung der Antwort von Telegrammen und Briefe, die an die Hauptbeamten und Mitglieder der G. E. B. gerichtet waren. Der G. S. wird diesen L. U. benachrichtigen, daß kein Mitglied dieser G. E. B. je von jener außer dem Sekretär, und dieser hat die zwei Telegramme (sonst hat er keine Mittheilung bekommen) dem G. S. übergeben, der wieder L. U. 1326 davon in Kenntniß setzte. Der G. P. wird gebeten, sobald wie möglich einen Stellvertreter nach Ely zu schicken.

8. January 1913.

Alle Mitglieder anwesend.

Joliet, Ill. — Ein Schreiben von L. U. 174, in welchem um eine weitere Geldbewilligung gebeten wird, die, wie behauptet, den Arbeitern noch schuldig sei, die in einer „trade dispute" thätig waren. Die Bewilligung wird nicht ertheilt; die Papiere werden verwahrt.

Dayton, O. — Von der D. C. wird ein Bericht eingereicht, in welchem angegeben wird was mit der Geldbewilligung die dortigen Arbeitern in einer „trade dispute" zugesprochen wurde, gethan worden war. Der G. S. wird die D. C. benachrichtigen, den Rest des Geldes, $204.00, zur G. C. zurückzuschicken.

Niagara Falls, N. Y. — Ein Schreiben der L. U. 322, welches sich um eine Entscheidung der Board am 1. Oktober 1912 handelt, vorgelesen und beiseite gelegt.

Der G. S. legte der Behörde ein Uebereinkommen, vom 22. August, 1912, zwischen der U. B. C. and J. of A. und der Australian Society der Progressive Carpenters and Joiners, vor. dasselbe wird Uebereinkommen im Blatt The Carpenter, und in seinem vierteljährlichen Cirkular zu publizieren.

Die G. S. unterbreitete der Board die Proteste welche von L. U. 7 Minneapolis, L. U. 122 Philadelphia, L. U. 247 Brooklyn, und von acht Delegaten von New York City und Umgegend die der 17. Biennial Versammlung der U. B. in Washington beiwohnten, gemacht wurden gegen das unrichtige Protokoll der Versammlung am 12. Tage, Morgens, welches sich bezieht (von L. U. 7 vorgeschlagen) auf Folgendes: Daß solche die Vereine organisieren bei der G. C. den Namen ihrer Heimathsstadt abgeben; auch daß solche Organizers die G. O. jeden Tag per Postkarte benachrichtigen wo dieselben sind, und wo sie am darauffolgenden Tag zu sein gedenken.

Die ganze Angelegenheit wird den neuen Beamten übergeben.

Chicag, Ill. — Ein Schreiben der L. U. 1922 in welchem die Handlungsweise des Constitutional Komitees getadelt wird, weil dasselbe der Konvention kämen Bericht ertheilte von der Empfehlung des Label Komittes in Bezug auf ein Amendement zu Sekt. 227 und 228.

Da L. U. 1922 mit obiger Beschuldigung nicht die Konvention meint, sondern nur die Handlungsweise eines Constitution Komittes tadelt, und da die G. E. G. weder über die Konvention noch über ihre Komitees Aufsicht hat, wurden die Papiere auf die Seite gelegt.

Denver, Colo. — Von der D. C. einen Bericht erhalten über die Bewilligung die vom Board gemacht wurden im Fall von A. S. von C. vs. U. B. um Advokatengebühr zu bestreiten. Der Bericht wird untersucht und beiseite gelegt.

Burlington, Vt. — Von der D. C. ist eine Rechnung eingegangen über die Ausgaben einer Geldbewilligung, die während eines Strikes im Sommer von 1912 gemacht wurde. Die Sache wurde untersucht und auf den Tisch gelegt.

Roxbury, Mass. — Theilsabrechnung der D. C., N. Y., N. H. und Hartford R. R. angestellten einer Bewilligung von der Behörde zwecks Organisationsunkosten gemacht. Dieses Schreiben wird an den G. S. zurückgeschickt, damit derselbe von der D. C. einen ausführlicheren Bericht, nebst Quittungen, verlangen kann.

Cumberland, Md. — Theilsabrechnung der L. U. 1024 über eine Geldbewilligung von der Behörde in 1912, gelegentlich eines Streiks gemacht. Der G. S. wird Nr. 1024 benachirichtigen sich nach seinem Schreiben vom 21. Dezember 1912, zu richten.

9. January 1913.

Alle Mitglieder anwesend.

Cincinnati, O. — Vollständige Abrechnung erhalten von der D. C. über Geldbewilligung gemacht in 1912 zur Unterhaltung der Arbeiter während eines Streiks. Durchgesehen und verwahrt.

Grand Rapids, Mich. — Einen Theilbericht von der D. C. erhalten über auslagen bei Organisation, welche Auslagen aus einer Bewilligung gemacht wurden.

Vancouver, B. C., Canada. — Einen vollständigen Bericht von der D. C. über Auslagen von der Bewilligung die von der Behörde im Juli 1912 zwecks Organisation gemacht wurde. Bericht durchgelesen und beiseite gelegt.

Die Angelegenheit, $4,000.00 von der Merchants National Bank von San Francisco zur Anglo & London-Paris National Bank von San Francisco überzutragen, welches am 1. Oktober 1912 von der Board gut-

geheißen worden, und wieder an dieselbe vom G. T. zurückberufen wurde, wurde dadurch zum Abschluß gebracht, daß ein Check zur Uebertragung ausgestellt wurde und von sämmtlichen Mitgliedern der Board unterzeichnet wurde.

Ottawa, Ont., Canada. — Eine finanzieller Bericht von L. U. 93 über Gelder, die Arbeitern in 1912 bei einem Streik und bei Organisation bewilligt wurden, wird verlesen und angenommen.

Troy, N. Y. — Der G. S. überreichte der Board die Papiere, beziehend auf Geldbewilligung, die der L. U. 636 für Organisation bewilligt wurde. Die Papiere zeigen, daß L. U. 636 dem Verlangen der Board nachgekommen ist, und den Betrag, der vom G. S. verlangt wurde, wieder in die hiesige Kasse einbezahlt hat.

Der Betrag wurde am 8. August 1912 einbezahlt. Die Papiere verwahlt.

Quebec, Can. — Vollständiger Bericht von L. U. 730 über Geldbewilligung, die im Jahre 1912 bei einem Streik gemacht wurde. Durchgesehen und beiseite gelegt.

Ponco, P. R. — Vollständiger Bericht von L. U. 1174 über Bewilligung zwecks Vereinsorganisation. Examiniert und auf den Tisch gelegt.

The Dalles, Ore. — Theilsabrechnung von L. U. 1617 für Bewilligung von der Board im Januar 1912 zwecks Organisation gemacht. Diese Angelegenheit war schon am 2. August 1912 vor die Behörde gekommen und wurde der G. S. seiner Zeit beauftragt D. U. 1617 kund zu thun den Recht des Betrags zu dieser office zu schicken. Da L. U. 1617 bis Dato mit dem Wunsch des G. S. noch nicht übereingekommen ist, wird der G. S. Union 1617 nochmals benachrichtigen den Betrag von $77.00 unverzüglich zu dieser Office zu schicken.

Sherbrooke, Can. — Vollständiger Bericht von L. U. 1648 über Auslagen von einer Bewilligung im Jahre 1912 bei einem Streik und Trade Movement gemacht. Durchgesehen und beisite gelegt.

Calgary, Alta., Can. Vollständiger Bericht erhalten von L. U. 1779 über Auslagen von einer Bewilligung im Jahre 1912 gemacht, gelegentlich eines Strike und Trade Movement. Angenommen und beiseite gelegt.

Pigua, O. Theilweiser Bericht von L. U. 1908, einer Bewilligung, von der Board im Oktober 1910 für Organisiers zwecke gemacht, erhalten. Der Board hat bei verschiedenen Angelegenheiten den G. S. instruirt, Nr. 1908 zu benachrichtigen, zur hiesigen Office doch eine Rechnung über die Auslagen dieser Bewilligung einzuschicken. Am 10. August 1912 informierte der G. S. diese L. U. was für Ausgaben von dieser Bewilligung gemacht werden dürften. Da genannte L. U. diesem Wunsche keine Folge geleistet, hat somit der G. S. dieselbe wieder zu benachrichtigen, sofort den Rest der Bewilligung an diese Office zurückzuschicken.

10. Januar 1913.

Alle Mitglieder zugegen.

Resolution Nr. 19 von den Delegaten der L. U. 1440 Lea, S. D., zur 17. Biennial Convention, gelhalten in Washington, D. C., eingereicht, inwelcher der G. E. B. autorisiert wird $10,000.00 First Mortgage Bonds der Black Hills Consolidated Mines Co. zu kaufen. Diese Angelegenheit wurde zu Washington von der Board besprochen und der Convention überlassen. Letztere wies die Sache zur Board zurück mit der Empfehlung, man solle eine genaue Untersuchung der Verhältnisse jener Gegend machen. Nach reiflicher Ueberlegung aller Umständen, findet der Board, daß, weil Sekt. 41 G. C. vorschreibt, daß Gelder dieser U. V. nur in solchen Banken deponiert werden dürfen, die von der G. E. B vorgeschrieben sind, somit können wir dem Verlangen der Resolution nicht nachkommen.

Denver, Colo. — Der G. P. übergiebt der Board das Appell des A. H. Rosenfeldt von L. U. 55 Denver. Genannte Papiere handeln von der Entscheidung des G. P. im Falle von L. U. 850 Leadville, Colo., vs. A. H. Rosenfeldt. Die Papiere im Falle beweisen, daß Bruder Rosenfeldt sein Appell weder dem G. P. noch der Board, in welchem Appell die Handlungsweise von Union 850 erörtert wird) in der Zeit eingereicht hat, die nach Sekt. 158 G. C. bestimmt ist. Die Papiere aufgehoben.

Montreal, Can. Appell der L. U. 1244 von der Entscheidung des G. T., in welcher derselbe den Anspruch des Thos. Rochford von L. U. 1244 zur Unterstützung nicht billigt. Die Entscheidung des G. T. wird unterstützt aus Gründen welche in derselben angegeben sind, und das Appell wird zurückgewiesen.

Chicago, Ill. Appell von L. U. 10 wegen Entscheidung des G. T., in welcher derselbe den Anspruch des John H. McCune von L. U. 10 zur Unterstützung, nicht billigt. Die Entscheidung des G. T. wird unterstützt aus Gründen welche in derselben angegeben sind, und das Appell wird abgewiesen.

11 Januar 1913.

Alle Mitglieder zugegen, mit Ausnahme von Potts, der Geschäftshalber abwesend war.

Saratoga Springs, N. Y. Appell der L. U. 1015 von der Entscheidung des G. T. in welcher derselbe den Anspruch des L. C. Esmond von L. U. 1015 zur Unterstützung nicht billigt. Dieser Fall wird an den G. T. zurückgewiesen zur Untersuchung ob in diesem Falle die Arbeitsunfähigkeit permanent sein wurde wie in Section 97 G. C. angegeben.

(Schluß in nächster Nummer)

Departement Francais

Les Organisations Syndicales du Bois de la Grande Bretagne en 1911

(Continuation du mois précédent.)

qu'un bénéfice de £38, ce qui est peu satisfaisant en vue du fait que le marché du travail était assez favorable en 1911. Indemnités distribuées en 1911: chômage £2,863, lock-out, £1,435, renvois arbitraires. £35, accident £892, maladie £1,252, invalidité £600, nécessité £3, vieillesse £807, décès £381.

Faisons remarquer que la nouvelle "loi sur l'assurance nationale" prévoit que les syndicats ouvriers peuvent faire application pour devenir des "sociétés d'assurance autorisées." La loi est en vigueur depuis le 15 juillet 1912, mais trois syndicats du bois seulement avaient reçu une telle autorisation jusqu'à ce date, à savoir les charpentiers de navire de Liverpool (909 adhérents), les brossiers unis (1109), les tonneliers de Belfast (96). La fédération nationale de l'ameublement et neuf autres syndicats d'ouvriers du bois se sont affiliées à la section assurance de la Confédération Générale des Syndicats Anglais.—Bulletin de l'Union Internationale des Ouvriers du Bois.

Panacee "Industrielle"

Aucun mouvement dirigé par des hommes a jamais été plus dégouté par des remèdes de charlatans que nu l'est le mouvement ouvrier.

Les luttes de ceux qui travaillent attirent l'attention de ceux qui font une étude sérieuse d'économie politique, et un grand nombre d'eux donnent des conseils particuliers pour guérir radicalement les maux industriels. Ces conseils, peut-être donnés de bonne foi, sont cependant sans raisonnement sain. Ces aviseurs obligeants ne comprennent pas le mouvement ouvrier; ils ne connaissent pas les conditions et la vie du travailleur à gages.

Mais il y a une autre classe de charlatans qui est plus mal disposée, avec moins de raissonnement des choses, mais qui cherche à contrecarer cela par une avarice excessive. Nous voulons parler des Ettors et des Haywoods qui essaient à entrer dans le mouvement ouvrier avec effraction pour leur gain personnel ou leur agrandissement. Ces dernier types, à l'heure actuelle, font beaucoup de tapage concernant l'unionisme "Industriel" et prétendent que ce n'est qu'au moyen de l'organisation par industries que le mouvement ouvrier pourra réussir.

Ces sentiments trouvent écho, jusqu'à un certain point, chez des membres sincères du mouvement ouvrier légitime, qui, apparement, oublient le fait que le mouvement ouvrier, tel que représenté par la Fédération Américaine du travail, contient en lui-même tous les éléments de solidarité dont on a besoin pour unir ensemble en une puissance effective toutes les branches d'aucune industrie aussitôt que le permettent les conditions qui se rattachent aux différents métiers.

De plus, ils semblent ignorer le fait que, chercher à forcer à se mettre ensemble les organisations indépendantes contre leur volonté, non seulement empêchera l'unité ou la force, mais aura probablement un effet réactionnaire.

Comme matière de fait, les ouvriers en chaussures ont une union industrielle, ce qui n'a pas empêché des factions d'ouvriers en chaussures de chercher une existence indépendante. Si nous faisons une revue du passé de l'histoire entière de notre Union, nous devons conclure que l'élément de l'nionisme industriel n'était pas un facteur aussi important que les questions de cotisations, bénifices et d'obéissance aux lois de l'Union.

C'est notre opinion que les travailleurs d'autres métiers ont le même droit de se conduire comme ils le désirent, jusqu'à ce qu'ils en viennent à la conclusion volon-

taire qu'il devient désirable d'unir les travailleurs d'une industrie. C'est ce que firent les unions séparées du métier qui précédèrent notre organisation, et nous ne croyons pas que la panacée industrielle accomplisse quelque chose de force.

La récente convention des ouvriers en cigares, tenue à Baltimore, a adopté une déclaration sur ce sujet qui définit clairement le but de l'unionisme des métiers tel que représenté par la Fédération Américaine du travail syndiqué. Voice cette déclération:

"L'Union internationale des Ouvriers en cigares d'Amérique déclarè que le mouvement Américain de l'union des métiers est un dont l'accroissement, le développement et l'expansion est constant.

"Du commencement, la Fédération Américaine du travail a été l'organisation la plus pratique et la plus avantageuse du contient pour les ouvriers. Elle s'est tenue au couvant du changement constant et de la transition de l'industrie. Elle s'est occupée, non seulement de l'organisation des travailleurs non-syndiqués, mais aussi de l'unité, de la solidarité et de la fraternité des travailleurs syndiqués; elle a stimulé, par tous les moyens en son pouvoir, la nécessité d'une coopération absolue, de la fédération et de l'amalgamation de toutes les unions de métiers evistantes, afin que chacune fasse en sorte d'aider à l'autre.

"La Fédération Américaine du travail réalise qu'une chaine n'à plus quand on arrive à une maille faible, que la grande armée du travail syndiqué ne veut avancé beaucoup plus loin que la colonne de l'arrière. Elle sait que les organisations ouvrières sont composées d'êtres humains qui sont simplements des statues de plâtre. Elle concède donc aux unions affillées ainsi qu'à leurs membres, toute l'autorité nécessaire, consistente avec le progrès et le bien-être des masses qui travaillent à gages.

"La Fédération Américaine du travail a des corps d'administration centrale dans des centaines de villes, et des fédérations d'étât dans preque tous les étâts de l'Amérique. Elle a établi un grand nombre d'unions internationales et une infinité d'unions locales. Elle a développé le système de départments industriels où les travailleurs syndiqués de différents métiers sont fédérés et coopèrent à la portection et l'avancement de l'intérêt de tous.

"La Fédération Américaine du travail réalise qu'il reste beaucoup à faire, mais elle répudie l'insinuation que comprend let terme 'Unionisme industriel.' Les partisans de l'Unionisme industriel,' ainsi nommé, infèrent que les unions de métiers sont rigides et n'avancent pas, tandis que l'histoire entière du mouvement de l'union des métiers, depuis trente ans, a démontré, sans peur d'être contredit, que chaque jour, dans le mouvement unioniste, nous avons des preuves convaincantes de l'esprit de sacrifice qui anime nos compagnons de travail qui veulent coopérer au bien-être des masses.

"Les partisans de l'"Unionisme industriel,' ainsi nommé, voudraient appliquer à l'"Unionisme des métiers' l'épithèque que les ennemis du travail appliquent à la manufacture d'union qu'ils désignent comme 'boutique fermée.'

"L'Union internationale des ouvriers en cigares désire suivre cette conduite intelligente et compréhensive de la Fédération Américaine du travail depuis son commencement, et nos délégués aux congrès de la Fédération Américaine reconnaissent tous les avantages que donne cette grande organisation.

"Les délégués aux conventions prochaines de la Fédération Américaine du travail sont priés de continuer de faire tout en leur pouvoir pour avancer le travail d'organiser, encore plus, les travailleurs non-syndiqués sans relâche; de demander encore plus de coopération de la part des ouvriers syndiqués; de conseiller l'amalgation des organisations de différents métiers afin de parvenir à une plus complète fédération du travail syndiqué, afin que justice économique, morale et sociale soit donnée aux travailleurs, les producteurs de la richesse de l'Amérique."—Boot and Shoe Workers' Journal.

Death Roll

NORDER, SR., FRANK, of L. U. 280, Mt. Olive, Ill.

NACHLAUR, FERDINAND, of L. U. 166, Rock Island, Ill.

CLARK, I. C., former treasurer of L. U. 701, Fresno, Cal.

Claims Paid During Feb., 1913

No.	Name.	Union.	Am't.
18734	Wm. Phelan	73	$200.00
18735	A. L. Parish	259	50.00
18736	Mrs. Catherine Lockard	359	50.00
18737	Frederick Pascoe	10	200.00
18738	Mrs. Aurora LeBlanc	21	50.00
18739	Frank Harman	22	200.00
18740	John Robinson	33	200.00
18741	John F. Welbes	61	200.00
18742	Mrs. Febronie O. Joyal	134	50.00
18743	Mrs. Corona P. Lamarre	134	50.00
18744	Mrs. Sophie Schein	349	50.00
18745	Mrs. Alma St. Martin	408	50.00
18746	Mrs. Mary L. Hunt	432	50.00
18747	Mrs. Annie B. Hoffman	586	50.00
18748	Mrs. Adelaide Carty	842	50.00
18749	Mrs. Lucy A. Heath	951	50.00
18750	Mrs. Cornelia Westrate	1352	50.00
18751	Mrs. Mary B. Mathews	1364	50.00
18752	Joseph C. Sullivan	176	200.00
18753	Henry Haas	211	50.00
18754	Walter E. Mitchell	229	200.00
18755	J. E. Burkheiser	254	200.00
18756	John Leppanen	478	200.00
18757	Wm. J. Hobson	561	200.00
18758	Gustaf Edmunds	632	200.00
18759	John J. McManus	632	200.00
18760	Neil J. Conn	1173	50.00
18761	Mrs. Plenia Miner	1212	50.00
18762	Henry H. McKinley	131	200.00
18763	Mrs. Theresa Vonder Haar	189	50.00
18764	Patrick Long	306	200.00
18765	Mrs. Jennie M. Taylor	978	25.00
18766	Anthony R. Babington	1199	200.00
18767	Joseph C. Omey	1287	50.00
18768	George Plumhoff	1367	200.00
18769	Wm. Crow	141	200.00
18770	T. A. Emanuelson	141	200.00
18771	Willard R. Tubbs	1177	50.00
18772	Mrs. Caroline Doucett	386	50.00
18773	Mrs. Mary Anttila	23	50.00
18774	Mrs. Emma Wilson	141	50.00
18775	Cornelius Emmons	1306	50.00
18776	Mrs. Carrie Ruch	1465	50.00
18777	F. Nachbaur	166	200.00
18778	Jacob Nerva	181	200.00
18779	John Bayer	309	200.00
18780	Jacob Husk	320	50.00
18781	Frank Frakes	728	50.00
18782	John B. Schmidt	930	200.00
18783	Hans C. Aker	1824	200.00
18784	N. P. Goodfellow	1	200.00
18785	W. M. Lowe	1	200.00
18786	Mrs. Mathilda W. Olson	7	50.00
18787	W. J. Walden	55	200.00
18788	Mrs. Bridget Hogan	340	50.00
18789	Frank Messersmith	359	200.00
18790	T. D. Lane (dis.)	371	400.00
18791	Lester Rankin	380	100.00
18792	Mrs. Marie J. Nordone	493	50.00
18793	Mrs. Bertha Coomas	55	50.00
18794	Jim R. Nelson	198	200.00
18795	G. W. Roberts	1072	50.00
18796	A. G. Houtz	16	200.00
18797	Luke Langan	57	200.00
18798	Geo. W. Grodhaus	262	50.00
18799	George Klarman	299	200.00
18800	James Fletcher	423	200.00
18801	Theo. Cain	453	200.00
18802	Gustaf Anderson	457	200.00
18803	James Burke	509	200.00
18804	Benton Stump	1111	200.00
18805	Mrs. Lottie Brown	1746	50.00
18806	Wm. Stewart	18	200.00
18807	Albert Behm	87	200.00
18808	A. W. Morris	116	50.00
18809	Bennett G. Shuck	131	200.00
18810	Mrs. Annie L. Stryker	306	50.00
18811	Mrs. M. Alice Reider	406	50.00
18812	Andrew Steadley	482	200.00
18813	James Gowdy (dis.)	478	400.00
18814	Mrs. Mary K. Govang	629	50.00
18815	Thomas MacGuggan	715	200.00
18816	Octave Lanonette	920	50.00
18817	Willis Whitley	948	200.00
18818	Mrs. Mary Ellen Shupp	187	50.00
18819	Wilbur G. Reed	941	200.00
18820	Rockus Stasch	1367	200.00
18821	Charles Wilk	1367	200.00
18822	T. T. Jones	7	50.00
18823	H. C. Thomas	7	200.00
18824	Daniel C. Sheppard	20	200.00
18825	Charles Clausen	80	100.00
18826	George W. Hannah	125	200.00
18827	Charles Bohl	168	50.00

An Architect That Figured Right

SOME men that receive from $10 to $15 a week for their services claim that they have no chance of advancement. They figure that they must have reached their limit. Thinking that they have solved their problem, they drop into a rut and stay there without further serious thought of the future.

But such men do not figure correctly. This is clearly shown in the experience of Mr. J. Alfred Larralde, formerly of Hastings, Neb., but now at 1121 South Olive St., Los Angeles, Cal. Six years ago this young man's earning capacity was less than that of the average day laborer. He might have reasoned that he had reached his limit, but he didn't. He figured that the only way to earn more would be to learn more, and accordingly he enrolled for a Course in the International Correspondence Schools. Today as a result of the instruction received from the Schools, Mr. Larralde is a high-class architect specializing in the designing of bungalows, schools, and residences, earning more money in a day than he formerly earned in a week. And all because he figured his problem right.

If you are earning only $10, $12, or $15 a week you are only at the threshold of your career. If you want information about the same instruction that Larralde received—if you want to know how your future can be made as bright as his

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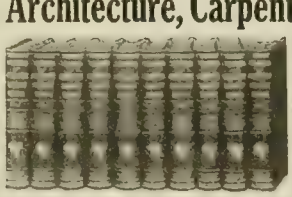

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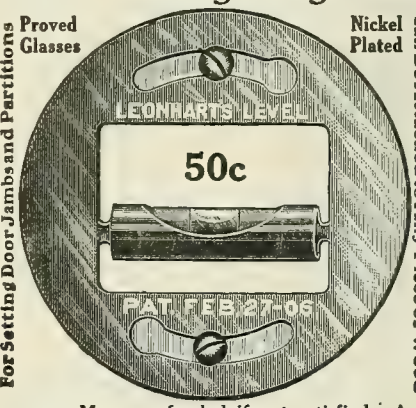
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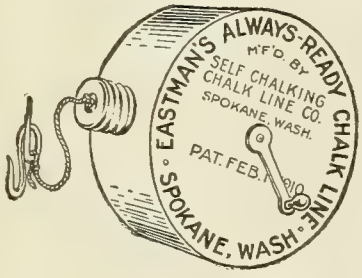

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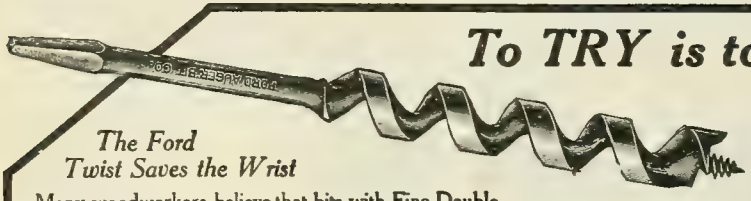

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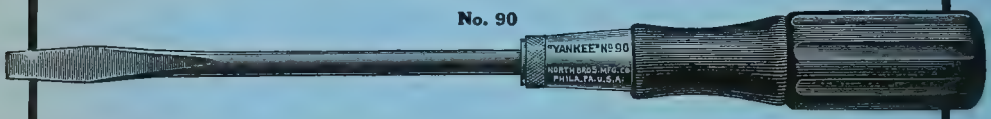

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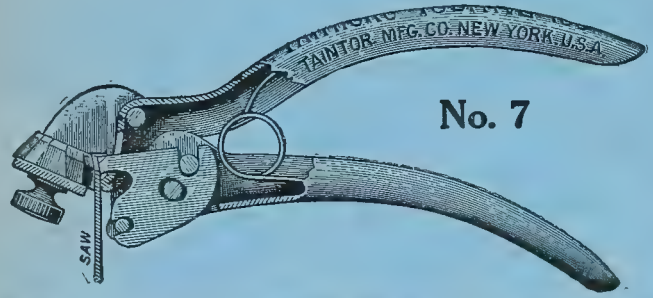

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Volume XXXIII—No. 4
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INDIANAPOLIS, APRIL, 1913

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Service is sweet. Whate'er the task may be,
Adapted to our individual part,
We find true joy and pure felicity;
All progress proves the universal plan
They best serve God who serve their fellowman.

LABOR'S NEW ORB

(Washington Special to The Carpenter.)

THE late quadrennial change in the management and control of our national government had a peculiar interest to the wage earners of the land, particularly those who are members of union labor organizations, in that there came into existence, when the change took place, a new department of our government's system that is to be, though not wholly, devoted to matters that pertain to labor, the new creation bearing the official designation, "The Department of Labor." In a multitude of minds, however, there is no doubt that had the words "organized" or "union" preceded the word "labor," the law creating the new branch would have been promptly vetoed by the then President as "unconstitutional" and "class legislation," and he probably would have been right. Nor is there any doubt that, had he again been given the reins of government for another four years, a veto would certainly have come upon any bill that created a distinctive department for labor.

The placing of a labor unionist as its secretary over the new branch was also an event of vast importance and deep interest to the working people in that, if eminent legal minds are correct, the government, through the President by his appointment of a trades unionist, officially recognized for the first time in its history organized labor and accorded it a voice in industrial affairs, wherein the government might be required to enter or be called upon to act.

Nor is it to be doubted that organized labor will congratulate itself and be congratulated that one of its members has been chosen to be of the official family of the President and assigned as executive head of the new department. It is, however, to be expected that the National Association of Manufacturers, the Erectors, the Anti-Boycotters, and all bodies of their kind and elements aligned with them will throw over the selection. But the consensus of opinion is already in the majority—a large one—that the choice has fallen upon a man whose mental abilities measure well up with the ablest in intelligence, powers of reasoning, force and faculty of calm judgment, broad justice and aggressive administrative scope. What higher encomium could be placed upon or be asked by organized labor?

Dividing the Department of Commerce and Labor between the two great interests was not deemed a concession to either, but rather an expediency, in view of the fact that the country has been steadily yet rapidly advancing to a higher commercial and industrial standard. The change was also considered as a wise move that would enable the administration to more intelligently and completely compass and facilitate the broadening affairs of both elements of vast business, especially should law and circumstances bring them before the government for official notice or action. Thus has the separation met the general approval of all but the nabobs of big business, who see in the division a pruning of the power which they have so long and arrogantly asserted over the administration and Congress.

The jurisdictional domain of the Department of Commerce will now be limited to lines of manufacture, sea, stream and land transportation, foreign and domestic concerns, authority over corporations, industrial tariffs, violations of the Sherman act by commercial, manufacturing, and productive forces and—so it is said—the taking of the decennial census and other statistics that severally and collectively relate to the affairs enumerated. And it is understood that the authority and administrative offices of the Department of Labor will be confined to the adjustment of the wage, power, and prerogative of labor in general, though not in the compulsory, but rather arbitral and advisory sense. The late subor-

dinate bureaus of immigration, naturalization, and the publication branch of labor statistics, all of which were formerly assigned to the old Department of Commerce and Labor, will now be thrown under authority of the Secretary of the Department of Labor.

Certain conclusions may as well be reached now as later. Neither organized capital nor organized labor will dominate either of the new departments or their secretaries. The designating title of each department must be accepted as possessing a meaning and application general in scope and interest; for both departments will govern the state and condition of capital and labor and, if amenable, prosecute both, or, if right and justice so demand, protect them in their equitable rights. There is, however, a great hope that there will be no more selections for official publication of judicial opinions, decisions, and verdicts that have been given and appear more favorable to capital than to labor. Especially those that have been directly antagonistic to the latter, particularly organized labor, many of which never reached the Supreme Court. That this has long been done, one need only peruse the many official bulletins heretofore compiled, printed for and issued by the late Department of Commerce and Labor. The course has been one of the most pernicious and has been looked upon as a resort to convey misleading information not only to the general public, but to the legal fraternity and the laboring masses at large. Very justly the same criticism may be applied to the mass of statistical matter bearing upon the cost of living, production, and manufacture, which also was gathered for and circulated in like manner by the old department under the claim of being correct, reliable information. Nor is there any question that changes in these and many other respects will be made by the new department that will virtually obliterate the serious objections that have long obtained and gone far toward continuing the industrial unrest, which has increased rather than lessened, throughout the country.

Clearly labor, and, in its way, organized labor, has in the change of our national administration come under a promising, propitious sky, in which appears the orb of hope that the mental, physical, moral, and financial worth of wage earners and labor in general will see a higher improvement and appreciation than has prevailed for years in the United States. Secretary Redfield is no friend to the greedy capitalists, corporations, and employers, especially those who degrade and financially depreciate honest labor; and President Wilson and Secretary Wilson have given us a splendid record for dealing with capital and justly with the wage people. So in this it may consistently be claimed that the Congress had no apprehensions of erring when it divided the old department and out of it formed two new ones to cover the vast interests of the two great factors of our national prosperity. R. B. B.

The Law of Growth

To join a union is like planting a seed in a flower pot. You plant the seed and go to bed at night. You wake up in the morning and there is no change; nothing seems to have happened during the night. The week passes and still there is no change. But you know the change is going on underneath. You wait; you give it water and watch it, and then, some day, a tiny little green shoot comes. You are overjoyed. You take it to the sun, you water it and watch it, and in the summer comes a beautiful blossom, the result not only of sowing the seed but of patience and watchfulness. The union is like that. You have got not only to pay dues, but you have got to take an interest in your trade and in other trades. You have got to go about preaching the gospel of trade unionism and persuading your fellow workers to join, and this not only for the sake of what they can get out of it, but for the sake of what they are going to put into it.—Mary McArthur, Secretary British Women's Trade Union League.

THE CARPENTER

THE RIGHT TO STRIKE

(By Louis Francis Budenz.)

In words which Prudence smothered long
My soul spoke out against the wrong.

ALONG with the rights to live and to organize, which are guaranteed to every man beyond a doubt by the natural law, and following as an inevitable conclusion of the same, there must be accorded to the workingman the right to strike—to refrain from work in concert with his fellows as a means of last resort to obtain his just demands for proper wages and decent conditions in labor. This is a right based on an eminently sound conception of the relations of employer and worker. It is sanctioned by all true ethical and economic standards. Civil society must countenance it, in its proper use, for it is the foremost duty of such society to safeguard the homes of its citizens, the healthy condition of which redounds to its own benefit and welfare. And the right to strike is of great necessity, particularly in our own day, for the protection of the toiler and his family. For of what avail would organization be were the use of the strength which results from such organization denied? And the voluntary cessation from work, carrying with it, as it does, inconvenience and the prospect of financial injury to the employer, is the only final effective means of persuasion that organization affords. The mere associating together in a band to make the many as one, without this power, would achieve but little more for the workers, at least at the present time, than were they unorganized and each left to his own individual resources.

In this is also included the sympathetic strike—that which is entered into not because of necessity, but to assist the workmen in another trade or department of trade in their demand for relief from unjust conditions. A strong man is ever justified, when other lawful succor is not at hand, in protecting in as far as is possible a weaker from oppression, and in assisting him to raise himself from a state, in which he unaided might languish for years or remain forever. A strong association of men may likewise in a similar case aid a weaker in its efforts to lighten burdens under which its members are bowed down. If the millmen in a particular locality or the maintenance of the way men on a certain road are inadequately organized or in no position to put forth successfully their just demands alone, it would most assuredly be correct for the outside carpenters in the one case or the trainmen in the other to join in the protest of their fellows and thus obtain for them better hours and higher wages. The necessity, however, that warrants appeal to this form of action is not the same as in the case of the direct strike. That the circumstances must be extreme to support its use, owing to the suffering likely to come to all the people, not the least of all to the workers themselves, is quite apparent. An organization in one trade, moreover, should not, as a matter of justice, ask or expect the members of another organization to injure themselves in its cause, until it has made all possible efforts itself to obtain satisfaction.

That the right to strike has been of great benefit to the workers cannot be denied. When trade unionism appeared, to combat on the economic field the then existing state of unrestrained competition, the working classes were reduced to the direst poverty. They were almost completely at the mercy of their employers as a result of the teachings of Economic Liberalism. In the great advances that trade unionism brought about, the strike was one of the principal instruments of achievement. Rightly used, it was but seldom known to fail. If it did not result in the granting of the demands in whole or in part, it stirred the workers to an increased confidence in themselves and taught them the benefits of

unity. And times without number, the fear of a strike, with its more or less depressing results, caused the employer to accede to the wishes of his employes for needed changes and advancements.

When, on February 20 of this year, as a result of the protocol entered into with the manufacturers three days before, the 8,000 white goods workers returned to the clothing shops, bringing to a conclusion the historic upheaval in the needle trades, which at its height had involved 110,000 toilers, a remarkable demonstration was given of the benefits that may accrue from a properly conducted strike. Prior to their walk-out on the 9th of January, ninety per cent. of the workers in this trade were unorganized. Their wages ranged from $3 to $7 a week, in a city where $9 or $10 at least is supposed to be required for ordinary living. Their hours were from fifty-six to sixty a week, though the law of New York says these should not be more than fifty-four. The sanitary conditions in the factories were disgustingly bad; in no place were there provisions for fire protection. After a stoppage of work for six weeks, they went back under an agreement by which they are to receive a ten per cent. increase in wages, a fifty-hour week, sanitary shops, with a board of arbitration for industrial disputes, and recognition by the employers of a union which is strong and vigorous. This was but one of the branches of the trade which had been victorious. The men's garment workers, the shirtwaist and dress makers, and the kimono and wrapper makers had some time before obtained the wished-for relief and recognition. We all remember well how in the early part of 1912, when the whole industrial world held its breath at the prospect of a struggle in the mining districts, that it was the "shadow of the strike" which led to the victory of the miners and the peaceful adoption by the operators of the new agreement.

It must be admitted that the right to strike, carrying with it certain dangers and liabilities to excess, must be used with great caution. It cannot be invoked at any and every turn to satisfy a mere whim or passing desire or passion. George Milligan, the English dockman, in his interesting little book, "Life Through Labour's Eyes," tells us that "it would be wrong for trade unionism to tyrannize because of its superior strength, by claiming more than its lawful due, as it was, and is, for the employers to enforce unjust terms." The weird philosophy of wild-eyed visionaries, desiring to use the strike to tie up all industries in a huge class struggle and to effect by continual and insistent demands the fatal injury to property and the seizure of the means of production by the workers, can have no place in the sound trade union movement. As Samuel Gompers declares in the January Federationist: "The right to strike, like any other right, can be used flippantly." The good which comes from its proper use can never justify its abuse. Nor can violence as a part of strike tactics be at all permitted. The good effects that may come from the use of violence are practically never sufficient to offset the evil. Such small benefits as the laborers thus secure are insignificant compared to the social disorder, misery, and anarchy that would inevitably ensue.

No sound trade unionist desires resort to this weapon before he has tried all other measures. The aim and tendency of the true labor movement is not toward industrial warfare, but toward industrial peace. And if the capitalist is greatly injured by the strike and perhaps more permanently, the worker feels the strain much more intensely. It is a matter of great congratulation to all classes of the people that sincere efforts have been successfully made to lessen the likelihood of strikes and to bring about agreements as to wage payments and hours of work by means of collective bargaining and the like. We all look forward to the day when conciliation and arbitration will have become universal in their application, but even then there must remain to the workers the great reserve power which the right to strike affords.

WHAT IS THE VITAL QUESTION?

(By W. O. Fletcher.)

HAVE not the statistics of the average wage-earner's pay. In some instances, we will admit, it is fair, from the standpoint of the absolute needs of keeping soul and body together. "Is that enough?" will be answered variously as the view point is taken. One will say: "I can make a living at my wage." Another will say: "I can do that and still lay by a bit for a rainy day." While another will say: "It is too little for both my needs and entirely out of proportion to the receipts of my employer." Hence comes the grouch. This grouch, if made by a man of influence in union councils, develops into a strike.

The attitude is well illustrated in a few instances. An engineer on a railroad was receiving from $180 to $200 per month, according to the number of miles run. He never had money to carry him to the pay day of the month following. Another on the same road had the same opportunities and same pay, yet he was making payments on a small place out of each month's envelope.

What answer would each make to the question, "What is vital?" Probably each would wish to receive all that he could properly get, but the reason for getting would be entirely different; one that he might have more to waste, the other to invest. These two instances came under my own observation, hence are not fiction.

This leads to another question: "How much more wage than a bare living should be paid?" This leads to another suggestion: "What is a bare living?" Mere existence? Comforts that the present wage prohibits? Luxuries that the capitalist enjoys? These will be answered variously, based upon different view points. The wage earner who sees the other fellow riding in his auto or living in his mansion, sees nothing but pleasure in that life. Perhaps, if he could go behind the curtain, he would find that money or power never gave happiness.

Again, would a general increase of wages make for the betterment of the home? Would the financial condition of the laborer be benefited? I leave the answers to the individuals.

But let me cite another true incident, that prosperity does not always prosper. A boy in St. Louis entered a store at the magnificent pay of $175 per year, practically an apprentice. The next year he received $225. He spent that as he had spent the yearly salary the previous year.

He kept getting more each year as efficiency increased, until he was receiving $3,000 per year. His expenses, although he was not married, kept pace with his income. He said, "What have I gained in a substantial manner by my good salary? A good time, perhaps, but I have not added 1 cent to the material prosperity of myself, the state or society."

Your criticism will be, he was a fool—not at last, but at first—because he thought that he immediately needed all that he bought and thus acquired the wrong habit. Perhaps we ought not to be too severe on him, as his record might be the record of many if we will look about us.

It is said that the French, who are the most industrious people in the world, are enabled to loan their government funds, when in stress, as was the case when they had to meet an indemnity to settle with the Prussian government many years ago. Every peasant had money laid by. He furnished his republic all that it wanted. How was this done? His policy is to live within his income no matter how small.

Then, what is the vital question? More wage or better management? Lest I be criticised as favoring the present conditions, let me say that many of these are

horrible, and it is a wonder that some of our people can exist, much less live. My answer to the question is that it is not so much what we have as how well it is used.

As a side issue, I am persuaded that the only successful way for the wage earner to meet capital is to create capital for himself. In other words, use its own methods. This can be done by a systematic accumulation of the many, even in small amounts. The postal savings offer a most sure and convenient way. Also many saving institutions are in the field. We can guess where a large per cent. of the small earnings go and how the men higher up gain thereby. Let me repeat, the vital question is saving one's money and becoming one's own capitalist.

TWO ESSENTIALS OF THE LABOR UNION'S SUCCESS

(By Margaret Scott Hall.)

EDUCATION and co-operation should go hand in hand in an inseparable partnership for the children of the people, who are growing up to become the citizens of the United States fifteen or twenty years hence. Take these two important factors in the human problem of the times, combine their usefulness in promoting any permanent organized movement, and watch results.

Of the two, education is of the greater influence. Say what we may in extenuation of our neglect of such obligations, the whole nation, collectively as well as individually, is responsible for the future national welfare through the training of its children.

The kindergarten crop of growing human species will later blossom into maturity and it is optional with us what the harvest shall be.

Now is the psychological era. Instead of the ripened products presenting an overabundance of chaff and waste and trash, it is possible for the majority to show an upward tendency, proving themselves an improved generation.

Illiteracy is inexcusable in a country where schools are so thoroughly organized and where the uniformity of state systems practically makes the whole system national. It is authoritatively stated that there are 17,000,000 pupils enrolled —one-fifth of the population—and 500,000 teachers employed. The same authority gives no record of the children who are missing school entirely.

These are usually children of the very poor and ignorant. In true human justice the poorest laborers deserve to see their children have a chance in life to cultivate their natural abilities.

The comprehensive term education embraces more than a casual acquaintance with the book knowledge of the three R's—Reading, 'Riting and 'Rithmetic. Commercial and industrial training opens up grand possibilities to those who desire learning. As for schooling, today is rich in blessings for those who want opportunity; but for the laggard and drone, waiting to be urged to study and improve himself, there is little hope for advancement. There is as much required of the individual as of the system.

Practical education is invaluable. "Knowledge is power"—learn all you can about your work. Whatever line of labor it may be, the more familiar one becomes with his work and how best to perform it in the easiest way, the better equipped and more independent as a skilled workman he becomes.

Be thorough. The whole world is growing disgusted with incompetent workmen. A jackleg at any trade is not worth hanging. Don't be one. Let organized labor recognize education as an essential principle. Irrespective of social or political prestige, labor union or open

shop preferences, American or foreign born—all are entitled to a chance for an education. It would be a wise and worthy act for the government to begin now to conserve the abilities of the young people.

Another essential to be recognized in the upbuilding and success of organized labor is co-operation. Fraternity would not be fraternity, but would be a hypocritical farce, without co-operation. "A house divided against itself can not stand." And the labor union can not long survive internal strife. Union men, this quotation is a good text from the Bible. The divided house is in danger. Look out to stand together, for in union there is strength. In divisions and squabbles, envy, tattling, and strife there is weakness, decay, and dissolution.

Co-operation has been defined as a term in social economics and a powerful force in the industrial system. "Co-operation seeks to ameliorate the social conditions by joining together increasing numbers of associates in a common but individual interest."

There is no room for selfishness in the good work which organized labor is so patiently and unostentatiously attempting for the general public. The motto of selfishness reads something like this:

The chief end of man
Is to keep all you get and get all you can.

What a different sentiment is suggested in the fraternal note found in these lines:

If you have a word of cheer
That will light the pathway drear
Of a brother pilgrim here—
Let him know.

THE MEDIUM OF EXCHANGE

(By Joseph Owen.)

SO long as there is a man to work and a man to pay, the wage system will be with us. However much a man may dislike to pay and a man may dislike to receive "wages," still that will be the "medium of exchange" for services rendered in all walks of life. On the one hand, we have the small employing class who own the mines, mills, railroads and factories, and, on the other hand, we have the millions of wage workers who have the knowledge, brains and brawn to exchange for the "daily wage"—and thus, so long as these two composite minds can meet understandingly, the "day's wage" in dollars and cents is as good if not better a medium of exchange than anything else that could be garnered or encompassed in any substituted stipend.

The wage system has endured ever since serfdom was abolished, and now it is so well established and so firmly imbedded in all the marts of trade that it can no more be destroyed than we could hope to destroy an iceberg with a tallow candle.

If this be true, and I speak without fear of successful contradiction, then the thought, and the predominant thought, in the minds of the artisans should be to obtain the best wage possible for the work performed, and thus we come to the question of "collective bargaining."

Volumes have, are, and will be written on this much-mooted question; but when the last word is said the indisputable fact will remain that only by collective bargaining can the wage worker hope to receive his just reward for labor performed.

The wage worker's merchandise is his knowledge, brains, and brawn. To peddle these assets individually would be and is suicide in this day and age of combination. The only way the worker can expect to encompass his ends and receive a fair, just, and equitable compensation is with the assistance of his fellow-work-

men, by and through organization, which is just another term for collective bargaining.

The man who starts out individually to conquer the world or the captains of industry in his own trade is either a fool or a fanatic. But he who wisely and sanely joins hands with those who are engaged in the same occupation may hope to achieve something before his life's work be done. So thus, my brothers, think well of the spirit of co-operation; think earnestly of the right of collective bargaining; think seriously of the privilege of good-fellowship and congenial companionship emanating from and existing between the workers of your craft, and join with them in the uplift movement for better wages, shorter hours, and more sanitary conditions in your calling.

Nothing in this world is accomplished by individual effort. We are all more or less creatures of environment; and as we extend the helping hand to others so they in like manner extend the helping hand to us.

Through, by, and with co-operation and its attendant brother, "the right of collective bargaining," you can in time accomplish all I have spoken of above. By doing this you will enjoy happier lives, have pleasanter homes, and brighter children to cheer, aid, and bless you and your dear helpmate, during the "Indian Summer" of your lives.

INDUSTRIAL DEMOCRACY

(By Margaret Dreier Robins, President Women's Trade Union League of America.)

In the great human struggle for liberty and social justice we find ourselves today in the midst of the battle for industrial democracy. Democracy in industry!

Self-government in the day's work—a government of the people, by the people and for the people—is to be established in the workshops of the world.

Now it so happens that in the ranks of the army of labor, upon whom falls most heavily the burdens of this battle, there are several million young working girls. Upon their vision, upon their knowledge and fortitude, depend the hope of a whole great people. But they are children, young girls just growing into womanhood, and—"green are the fields at May time; give us our love, our play time"—how come these to be in the forefront of the battle line?

The close of the eighteenth century witnessed an unheralded and momentous revolution—the introduction of machinery. Step by step the machine has taken the place of the skilled artisan, until today the monkey-like agility of untrained fingers can replace his work. Not only are the workers in the textile trade, needle trades, garment-making, glove-making, boot and shoemaking and bookbinding affected, but the brickmakers, bricklayers, carpenters, woodworkers, cabinet makers and coopers are slowly losing their trades.

At any machinery exhibit great placards can be seen stating:

"This machine does the work of ten men."

"This machine can be run by a woman."

"Any child can run this machine."

As a prominent labor official once said: "The only thing the machine needs is that amount of bone and sinew and brain to fill in what they could not put in with metal and other things, and so the operator is put in as the last attachment."

Not a man nor a woman, mind you, in control of his own invention, but a "last attachment" to a heaving, breathing piece of mechanism. If skill is thus largely eliminated, so also are physical strength and power of endurance no longer as essential as formerly, and so we have the child, the girl, the woman forced by poverty and utilized by the machine entering the modern labor world as untrained workers. No joy here of creation; no chance to think out, to de-

velop, to work out new plans in answer to an inner need and a growing knowledge—no master here in control of her tools; only the "last attachment" to a machine!

Having for centuries, and rightly so, looked upon her problem as a personal one, to be met and solved through an individual effort, it is not surprising that she is slow to learn that her economic problem today is a social one, to be controlled by social and collective action.

Unorganized, she became the tragic underbidder in the labor market and her own worst competitor, putting the working mothers in the sweat shop and the working fathers on the tramp.

Unorganized, she has to accept conditions as she finds them—low wages, long hours, abusive language, insanitary conditions, locked doors, fire dangers, work destructive of her physical strength with its promise of the future, work destructive of her moral and spiritual development. Alone, she can not change these conditions except at the risk of losing her job. She has tried—she now knows. She loses her job when she asserts her fundamental right to have a voice as to the conditions under which she works. Yet, these conditions, if allowed to continue, will destroy the ideals and promise of our individual and national life.

Self-government is essential to the making of a free people, and self-government in the day's work can be had only by the united action of the workers. But how can this be brought about? By the union shop. In the trade union school of democracy and citizenship, open to all and within the reach of all, the workers are taught self-government. And it is because the Women's Trade Union League believes in a government of the people, by the people and for the people in industry as in politics that it stands steadfastly and unflinchingly for the organization of all workers into trade unions. Many and many a time this call to self-government, this sense of responsibility toward her condition of work is that greatest of all gifts—the first awakening of the young girl.

The chief social gain of the union shop is not its generally better wages and shorter hours, but rather the incentive it offers for initiative and social leadership, the call it makes through the common industrial relationship and the common hope upon the moral and reasoning faculties, and the sense of fellowship, independence and group strength it develops.

In every workshop of say thirty girls there is undreamed of initiative and capacity for social leadership and control—unknown wealth of intellectual and moral resources.

The opposition to industrial democracy is naturally great. It is moreover so determined and so powerful that to organize or to join a trade union means to face persecution. If it becomes known that girls wish to organize, they are threatened with the loss of their jobs by their employers. Sometimes they are asked to sign pledges not to join a union before they are given work. Petty but endless is the persecution practiced by foremen under instructions to union girls in a non-union shop. But splendidly have the girls answered to this call for courage and grit, and well may Walter Rauschenbusch say:

"Employers may yet rue the day when they filled their factories with women because they were cheap. They can stand together for the common good, for they are capable of great enthusiasm and self-sacrifice."

Believing as we do in the right to self-government in the day's work, the Women's Trade Union League stands pledged to do all that makes for organization. This is a great educational task. There are six million working women in the United States, and of these three million are young girls under 21 needing for their own protection and for the protection of the nation training and equipment in citizenship to help us win this battle for industrial democracy.

Like every educational effort, our success depends largely upon the continuity

of our work and upon our ability to call forth action.

Knowing how young are the girls pouring into our factories and workshops and realizing that the festival and joy of life is denied them, though the loving-cup is as old as any hunger, we must learn to translate our work into the terms of common life. We must use the living issues of each hour.

If the fight for the shorter work day presents itself as a legislative measure for an eight or a nine or even a ten-hour day, we throw our strength and time and intelligence into the winning of that fight. Not forgetting that we stand for the eight-hour day, yet we realize that a ten-hour limitation means two, perhaps three and sometimes four and five hours cut off from the day's work of thousands of girls, and those hours so gained will give them an opportunity and a chance for thought and for action, and every chance for thought means an added chance for the winning of democracy.

If the fight for better wages becomes a legislative measure in the form of a demand for minimum wage boards, we throw whatever we have of time and strength and intelligence into that fight, realizing full well that every award granted by the Minimum Wage Boards in England had to be won over again by the workers themselves in strikes; knowing again that the minimum wage, like the maximum time, gives an added chance for thought and growth to the workers.

If the demand for equipment in citizenship takes the form of votes for women, all the more certainly will we throw our time and strength into the fight for democracy.

If the constructive work of organizing and training for self-government demands organizers—women with vision and power and patience—we must furnish the money for such organizers.

If the representatives of eleven or more different nationalities in our great industrial centers come pleading for a knowledge of English, we must follow Violet Pike's example and teach them the value of their labor power in our English Primer.

If the request comes for music and merrymaking from our younger sisters, let us understand that joy more certainly than sorrow called the child into the larger life and social relationship.

If the constructive work of organization in the shop has not been permitted by the employers and a strike ensues as a long overdue reaction against intolerable conditions, then here, too, let us put the best that is in us of time and strength, intelligence and service and money into the fight for a truer democracy.

Grim and terrible as is a strike as an expression of protest, it is the outward and visible sign of a miracle in the human soul. The strikers have found fellowship with their own souls. Some power has been set free. The gleam of some vision caught, a spirit has been born, and falteringly but surely it takes possession. It breaks through into light and life as unexpectedly and as miraculously as the power which, unseen and unrecognized through the long winter months, suddenly transforms the barren and desolate moors of the Northland into sunlit sod and spring grass.

THE MENACE OF CONVICT LABOR

(By John Mitchell.)

The problem of the convict, what to do with him, how to treat him, how to keep him employed without bringing about disastrous competition with free labor, what to do to relieve his family—deprived of the support which likely he gave it when free—how to make his incarceration most profitable morally to him and to the community, furnishes a theme upon which much has been writ-

ten and said and is a subject which every person in the nation is deeply concerned, whether he realizes it or not.

Consideration of the questions of the management of prisons, the discipline prevailing therein, punishments, "honor systems," etc., may be left for those who are banded together to bring about reforms in these respects; the particular object of this discussion is to bring home to all who shall read it a comprehension of the bearing of the question of convict labor has upon their own lives.

There are those who hold—and their number is not small—that the man in prison is not usually a dangerous criminal; that "the average convict is the most docile spiritless creature in the wide world. Of the great army of law breakers, it is only the failures who land in prison; and this consciousness of failure crushes the convict's spirit even more than does the iron routine of the prison." Surely then, they contend, if he can be put to some useful work which will at least reimburse the State for his maintenance and at the same time serve to educate and fit him to make an honest living when he is released, the State owes it to her citizens who are honest and law-abiding and whose taxes support the reformatory institutions, to give the prisoner such care, education and treatment that when he leaves the prison he may not be morally, industrially or physically a menace to those about him.

Reform is coming along several lines, but heretofore the released convict, jobless, untrained, branded, has had little chance to be other than a menace morally to the community.

When factories employing free labor are closed because their owners cannot compete with the prison contractor whose untaxed plant in the prison turns out the same class of goods at infinitely less cost; when the very wife of the convict employed by the prison contractor loses her job because of the competition of her husband working within prison walls, the convict is unquestionably a very grave menace industrially to the community. And this industrial menace comes not alone to the free laborer, to the honest wage-earning men and women whose jobs are taken from them. The honest employer who seeks to stand on his own feet and conduct a reputable business that shall enable him to pay his employes living wages, who seeks to build up the commercial life of the country on a fair basis, and, of course, the community itself as a whole, which suffers as a result of demoralized business conditions, pays the penalty which contract convict labor imposes.

When we realize that nearly 15,000 convicts are suffering from tuberculosis, that little is done to stamp out the disease among prisoners, that in one prison alone having a population of 1,400 there are 350 men suffering from various contagious diseases—some of them of the most loathsome character—and when we understand, further, that these men are in many instances engaged in making shirts (one prison alone sending out 4,000,000 shirts a year) which are sold under various labels all over the country, in making cigars, shoes, stockings, overalls, trousers (including boys' knickerbockers) and petticoats, it is easy to see what a menace to the community the convict is physically.

Just as it is evident that the convict has been, is, and will continue to be until conditions are radically changed, a dire menace to the moral, industrial and physical health of the community, so it is true that little, if any, salutary change can be brought about until the contract prison labor system with its attendant evils, is abolished. Every investigation of prisons and prison management has brought out the fact that to this system are due many of the worst conditions that exist.

A barbarous social abuse sure to grow out of the contract prison labor system is in securing the needed laborers. A sub-committee of the House of Representatives, considering, three years ago, a report of the Baltimore grand jury, learned that the authorities of penal institutions were anxious for long-term prisoners, "in order," says the report,

"that their financial showing shall be improved and that they may get appropriations for new buildings, on the ground of their being entirely or partially self-supporting." The report further characterizes this attitude as very commendable! It is probably safe to say that some of the men killed in the recent explosion in the State coal mine in Alabama were poor and ignorant men sent to prison—and thus, in this case, to death—for petty offenses. One investigator makes the statement that of 2,591 persons imprisoned in 1910 in the New Haven (Conn.) county jail (one of the chair trust factories) fully 2,000 "had not committed any crime at all," having been sentenced for petty quarrels, for drunkenness, for trespassing on railroad property, for vagrancy, and similar offenses.

A principle at least highly promising for reform has been applied in New York State for fifteen years. Pursuant to the petitions of trade unionists and other citizens who agreed with their plan, the constitutional convention of 1894 adopted an amendment that only such goods should be made in the prisons as were to be used in the public institutions of the State and its subdivisions. The national committee on prison labor is authority for the statement that the prison population, even with greatly increased efficiency, cannot come anywhere near supplying the market which the law has thus supplied for prison-made goods. Some States have successfully employed convicts in road making, in breaking stone for road repair and building, and in cultivating farms to supply the prison tables. These are methods for employing prison labor that have been shown through practice to be productive, as nearly as possible, of unmixed good, the outdoor work being particularly desirable, from several standpoints, for convicts afflicted with tuberculosis.

For years the trade unionists have been fighting—and much of the time it has been a terribly one-sided battle—against the competition of convict labor, and in this, as in many another social struggle, in seeking to protect themselves they have been defending the interests of non-unionists and of society in general. It was largely the efforts of the molders' union, associated with other labor organizations, that brought about the constitutional amendment above referred to by which the "State use" system was established. Organized labor is sponsor for the bill introduced in Congress to limit the commerce between the States in goods manufactured wholly or in part by convict labor. This legislation will curtail to a large extent the markets of prison contractors, thus rendering their at present enormously profitable business less remunerative, protect to some considerable extent the innocent public from the perils lurking in prison-made goods, and serve to hasten the day when a wise system such as the "State use" system in vogue in New York will be established universally.

Sleep, Sleep, Sleep

Opportunity is knocking
At the door of laboring men,
Offering to lift the burden
They complain of now and then;
Tendering help in that great struggle
Capital and labor keep—
But the laboring man's so weary,
Please go 'way and let him sleep

What cares he for the tomorrow,
If he has his bread today?
What cares he about his brother
If he's drawing living pay?
What cares he that wily capital
Is laying snares so deep?
Oh, the laboring man's so weary,
Please go 'way and let him sleep.

What's the matter with our brother,
That he will not look ahead?
Capital is ever watching
For a chance to steal his bread;
Will he stay awake and bid her
At a proper distance keep?
No! the laboring man's so weary,
Please go 'way and let him sleep.

In the dim and misty future
Harder still will be the fight—
But what cares he for the future
When the present seems so bright?
With the fitting chance he'll waken
O'er his wrongs to wail and weep
But at present he's so weary,
Please go 'way and let him sleep

ROSABEL.

The Man at the Carpenter's Bench

HE TOILED all day at the bench in Joseph's carpenter shop,
By the skill of His strong brown arms wrought stakes for the full vine's prop;
Fashioned the yoke for the oxen, fitted the calloused neck;
Mortised the beam for the house-top's level secluded deck;
Carved the tree for the plowshare's straight-grained curving beak;
Hewed the logs for the cartwheels' clumsy wooden shriek:
Contrived the lock for the city's massive wooden gate;
Mended the presses while the ripened vineyard's clusters wait.

He toiled with his hard worn hands through the working day's full hours;
He felt the aching arm, the evening's weakened powers;
He knew the slack of fatigue at the setting of the sun;
He knew the joy of dawn, e're the heat of the day had begun.
His was the worker's rhythm of task and toil and rest:
He knew the zest of doing each separate thing at its best:
His was the fellowship born of the worker's common task:
His was the full sweet draught from the laborer's honest flask.

He was the Kindred of all the honest toilers of earth,
Skillful Fellow of toil, Maker of things of worth;
Lover of weary craftsmen, Friend of the working man:
Master of skilled day labor, forget it ye who can:
Brother of earth's slave toilers, come to set them free,
By making all labor holy, as God first meant it should be.
This is His heart'ning message, spread it at His bequest:
"Come to me all that labor, and I will give you rest."

I would I had worked beside Him as He toiled at the carpenter's bench,
I had counted it highest honor to have held His hammer and wrench:
But now in the marts of labor and all through the channels of trade,
In the reeking shops of the sweater and the factories where things are made,
And over the men who control the workers and their wage,
Now stands the Master Workman, who toils with every age;
This is the word that he utters, hear it ye loafers that shirk,
"These are my fellow toilers, blessed are they that work"!

——*George A. Miller.*

San Jose, Cal., January 1st, 1913
Dedicated to Carpenter's Local No. 316
Published by Request

Editorial

THE CARPENTER

Official Journal of

The United Brotherhood of Carpenters and Joiners of America

Published on the 15th of each month at the CARPENTERS' BUILDING Indianapolis, Ind.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, *PUBLISHERS*

FRANK DUFFY, Editor

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INDIANAPOLIS, APRIL, 1913

Indiana's Vocational Education Enactment

At the 1911 session of the Indiana General Assembly, that body enacted a law providing for the appointment of a commission of seven persons, to be known as the Commission on Industrial and Agricultural Education, to "investigate the needs of education in the different industries in Indiana, and how far the needs are met by existing institutions," and to "consider what new forms of educational effort may be advisable."

This commission, of which our General Secretary, Frank Duffy, was a member as the representative of labor, after an exhaustive investigation of educational conditions within the State and of efforts to institute industrial education in other commonwealths, submitted a thorough report to the 1913 legislature. In this report the then existing system of education was reviewed at length and it was shown that there were practically no facilities at all for industrial training in the State and that the agricultural department needed extension and improvement. The commission, in conclusion, recommended the passage of a bill drafted by that body, by the provisions of which an adequate system of vocational education would be established. Both houses of the legislature, by overwhelming majorities, concurred in the findings and recommendations of the commission, and, as a result, Indiana now has on its statute books a piece of legislation which, according to Secretary C. A. Prosser of the National Society for the Promotion of Industrial Education, "is one of the best pieces of constructive work yet done in this country in the field of vocational education."

By the provisions of this law, a State Board of Education is created, consisting of the Superintendent of Public Instruction, the presidents of Purdue University, Indiana University, and the State Normal School, the superintendents of the schools of the three cities having the largest enumeration of children for school purposes annually reported to the State Superintendent of Public Instruction, three citizens of prominence actively engaged in educational work in the State, one of whom shall be a county superintendent of schools, and three persons actively interested in, and of known sympathy with, vocational education, one of whom shall be a representative of employes and one of employers. These members shall be appointed by the Governor for a term of four years. The Board is merely an extension of the old Board of Education to deal with the problems of maintenance of the system

of vocational training, which the law establishes. The State Superintendent of Public Instruction is also empowered, "with the advice and approval of the State Board of Education," to appoint a deputy superintendent in charge of industrial and domestic science education, and also an agent to supervise agricultural education.

Section 2 of the act provides for the practical working out of the scheme that "Any school city, town or township may, through its board of school trustees or school commissioners or township trustee, establish vocational schools or departments for industrial, agricultural, and domestic science education in the same manner as other schools and departments are established and may maintain the same from the common school funds or from a special tax levy not to exceed 10 cents on each $100 of taxable property, or partly from the common school funds and partly from such tax. School cities, towns and townships are authorized to maintain and carry on instruction in elementary domestic science, industrial and agricultural subjects as a part of the regular course of instruction."

And Section 3 further says:

"In order that instruction in the principles and practice of the arts may go on together, vocational schools and departments for industrial, agricultural, and domestic science education may offer instruction in day, part-time, and evening classes. Such instruction shall be of less than college grade and be designed to meet the vocational needs of persons over fourteen years of age who are able to profit by the instruction offered. Attendance upon such day or part-time classes shall be restricted to persons over fourteen and under twenty-five years of age; and upon such evening classes to persons over seventeen years of age."

Elementary agriculture is to be taught in the grades in all town and township schools, elementary industrial work in the grades in all city and town schools, and elementary domestic science in the grades in all city, town, and township schools. The present scheme differs, therefore, from the so-called Wisconsin plan, which provides for separate industrial and agricultural schools. A course of study is to be outlined by the State Board of Education for such grades as they may determine, which is to be followed as a minimum requirement. And, "after September 1, 1915, all teachers required to teach elementary agriculture, industrial work, or domestic science shall have passed an examination in such subjects prepared by the State Board of Education." Whenever part-time classes are established for youths over fourteen years of age who are regularly employed, all of them between the ages of fourteen and sixteen shall be required to attend school not less than five hours per week between the hours of 8:00 a. m. and 5 p. m. during the school term.

The State is to assist the school cities and towns and townships in the maintenance of these vocational departments. For this purpose, an additional tax levy is to be made of 1 cent on each $100 of taxable property in the State to create a State vocational education fund. The statutes on apprenticeship and compulsory school attendance were amended to conform with the provisions of the new law.

Indiana is to be complimented on this enactment. The legislature which passed the law killed much greatly needed labor legislation, but this provision for vocational training is that much at least to its credit. It is not altogether perfect as yet, but it is a great step forward. After it has been in working order for two years, the slight deficiencies in its make-up can be seen and easily remedied by the 1915 general assembly. As an advance in industrial education work, it is well worthy of the consideration of other commonwealths.

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Pneumonia Prevention

The end of the winter, far from bringing a termination to the danger from pneumonia, in reality marks the beginning of the season when this disease becomes an extremely serious cause of in-

crease of mortality. This is true particularly in large cities. In recent years this increase has become more and more marked and is all the more striking because of the decrease in deaths from other infectious diseases. Pneumonia has been aptly termed the "Captain of the Men of Death," displacing tuberculosis which for so long occupied that "bad eminence." The most important problem before the medical profession at present is the reduction of the death rate from pneumonia. Considering the nature of the disease and the intense strain which it imposes on the heart, it is probable that the only hopeful outlook for any considerable reduction in pneumonia mortality is through the prevention of the disease. The prospect of a cure for it, in the popular sense of that term, according to the Journal of the American Medical Association, has grown less as we have learned more about the disease. While pneumonia is most frequent during the colder portion of the year it is not dependent entirely on low temperature. The disease occurs at all seasons and in all climates. It does not work its greatest ravages in the colder climates, but is rather rare in the cold of high altitudes and is almost never known to occur within the Arctic circle. In spite of all their suffering from cold, Arctic explorers escape this danger. Hence we must assume that cold acts in conjunction with some other factor in the production of the disease. Pneumonia is favored by lack of sunlight and it occurs among those who are much exposed to dust or who have to breathe the emanations from the lungs of other people. Catarrhal processes affecting the air passages prepare the soil for the implantation of the germ of pneumonia. It is particularly a disease of city life and crowded living. With our present knowledge the prospects are hopeful for the control of pneumonia in the future through prevention. This is of special importance to the individual. The avoidance of pneumonia is largely a question of personal precautions that prevent the development of the disease by lessening the predisposition to it. Men in middle life, particularly those above 50, must learn during unsettled weather to avoid crowds, especially when fatigued and when they have been for a number of hours without eating. Late at night, when for any reason a meal has been missed, crowds are dangerous. The principal danger comes in crowded street cars, which, if possible, should be avoided at rush hours. It needs to be emphasized that the danger from overcrowding is greatly enhanced by fatigue and going without food. In a word, the prevention of pneumonia is now much clearer than it was. Like all the other infectious diseases, instead of being a more or less inevitable dispensation, it has come to be recognized as due to certain definite factors which can be greatly lessened by public and individual hygienic regulations.

Organized Labor

In an address at Philadelphia some time ago, the Rev. William J. Kerby of the Catholic university at Washington said of organized labor:

"The law has long since recognized the principle that laborers may form unions for purposes of mutual protection. Economists are generally agreed that labor unions are rendering very great service to real social progress. Political leaders are willing to accept direction in their statesmanship from recognized labor leaders. Public opinion sanctions largely the aims of organized labor and many of its distinctive policies. Great numbers of employers find it to their advantage to deal systematically and in friendliness with organizations of labor. Representatives of religion are outspoken in their defense of the essentials for which the unions stand. Under such strong and varied endorsement as this labor unions are practically freed from the necessity of apologizing for their existence.

"Nevertheless much criticism is heard. Fault is found with leaders because they are suspected of violence, self-seeking, brutal methods, and insincerity. Complaint is made against many of the cus-

tomary policies of the unions. Unqualified condemnation is often expressed on the action of unions in definite situations. No friend of organized labor would think of denying that at times the facts justify condemnation. But all friends of organized labor ask that the movement as a whole be judged as a whole; that its origins be understood, its aims be correctly estimated and its policies be judged in their own setting and not through the atmosphere of uninformed antagonism.

"Organized labor has rendered to modern society services of which it may be proud. It has awakened, disciplined and educated laboring men when none of the other social forces could reach them to do this work. The unions have acted as attorneys for the laboring class before modern society in conditions which most of us have regretted and few of us would have known how to remedy except for the guidance that the awakened laboring class has offered us.

"The industrial magnate keeps his attorney at his side always to protect his interests, to direct his action and even to control his speech and correspondence. The laboring class has had no attorney except its organization.

"The unions have enabled right-minded employers to correct conditions; they have enabled legislatures, or at least greatly assisted them, to pass laws which elementary human decency demanded and our best statesmanship would have been unable otherwise to enact. The unions have taught us the limitations of competition and the moral and social value of restraining it. They have presented reasonable ideals to the whole laboring class.

"Organized labor has proclaimed confidence in our constitution, in our fundamental institutions and their resources."

Theory of the Union

I believe in the theory of the trade union. I believe in the purpose of its inception and in its ultimate object, but I believe that to finally attain its goal it must be builded on the broadest, solidest and most conservative foundation. Thoughtless action never leads except in a mob, and the great army of American workingmen is not a mob. The captains of industry and the generals of finance have put their biggest and brainiest men to the task of their organization. The laboring men must, at all times, do the same, not alone to win recruits to their ranks, but to prove to the world that they are as safe, sane, broadminded and firm foundationed as the greatest of America's men. Trade unionism means the cementing together of the great mass of the laboring men of the country for the betterment of their condition in life through the gates of peace and prosperity, and that means bigger and better citizens, and through them a stronger and grander government.—Ben W. Olcott.

The Silent Member

You have him in your local union. He is an indispensable adjunct to nearly all locals. He couldn't make a speech to save his life, but he is always ready and willing to pick up the heavy end of the work. Many times he has jeopardized his job because he had the nerve to be one of a committee to demand the rights of labor when the brother who could talk well would refuse to serve.

When you are telling some one about the grand speech that some brother made at one of your meetings, don't fail to say a good word for the silent man; don't characterize him as a stick because he is not all the time telling how this or that should be done. We have known men who are excellent talkers who were not worth the powder to blow them up when put up against actual committee work. While we must have talkers, we must also have the silent member.—Exchange.

Charity and justice are not opposed. They go hand in hand. There was never a falser conclusion than that the enforcement of strict justice necessarily killed charity.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
ARTHUR A. QUINN, Carpenters' Building, Indianapolis.

Second Vice-President,
W. L. HUTCHESON, 115 Durand st., Saginaw, Mich.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1998a Christoph Colomb, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we as a body thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Proceedings of the First Quarterly Session, 1913, of the Officiating General Executive Board

Indianapolis, Ind., February 1, 1913.

At 10 o'clock Saturday morning, February 1, 1913, retiring General President Huber officially installed the following officers for the ensuing two years

General President—James Kirby.

First General Vice-President—Arthur A. Quinn.

Second General Vice-President—Wm. L. Hutcheson.

General Secretary—Frank Duffy.

General Treasurer—Thos. Neale.

Member G. E. B., First District—T. M. Guerin.

Member G. E. B., Second District—D. A. Post.

Member G. E. B., Third District—John H. Potts.

Member G. E. B., Fourth District—James P. Ogletree.

Member G. E. B., Fifth District—Harry Blackmore.

Member G. E. B., Sixth District—William A. Cole.

Member G. E. B., Seventh District—Arthur Martel.

FRANK DUFFY, General Secretary.

Indianapolis, February 3, 1913.

The following elected general officers and members of the General Executive Board were present: James Kirby, General President; Arthur A. Quinn, First General Vice-President; W. L. Hutcheson, Second General Vice-President; Frank Duffy, General Secretary; Thomas Neale, General Treasurer; T. M. Guerin, D. A. Post, John H. Potts, James P. Ogletree, Harry Blackmore, W. A. Cole and Arthur Martel.

A general conference took place and it was decided that as the amendments to the new laws were not printed yet, the new formation of the General Executive Board would not take effect until March 1, when the amended constitution would be in effect.

Brother D. A. Post then called the members from the seven districts together and stated that nominations for the election of a chairman of the Board were in order. Brother Post was nominated and elected chairman unanimously.

Brother T. M. Guerin was unanimous choice for secretary.

The letting of the contract for the printing of our official monthly journal, The Carpenter, was taken up and considered. Bids were submitted for the printing, wrapping and mailing of eighty thousand (80,000) copies per month, as per specifications. Bids were as follows:

Harrington & Folger	$2,335 00
The Bramwood Press	2,375 85
Cheltenham-Aetna Press	2,248 75
Hollenbeck Press	2,598 50

With these bids the following letter was received from the Cheltenham-Aetna Press and ordered spread on the minutes:

"Indianapolis, January 22, 1913.

"Mr. Frank Duffy, General Secretary United Brotherhood of Carpenters and Joiners of America, 222 East Michigan Street, Indianapolis:

"Dear Sir—In reply to your letter of January 14, requesting us to submit proposition for the publication of your journal, we beg to inform you that we shall be pleased to print same in accordance with the specifications set forth in your communication under date above mentioned, such specifications calling for the printing of 80,000 copies each month of your official journal, to consist of sixty-four pages and cover, four pages of each issue to be printed in German, two in French and the balance in English, using paper bearing the water-mark label of the International Brotherhood of Paper Makers of America, for $2,248.75.

"Should it be impossible at any time for us to procure union water-marked paper, we will allow you a credit on the above price of $144.95 per each month's issue.

"The increase in cost of publication is directly traceable to two propositions: First. The manufacturers of trade union paper have put into effect a very material advance in price, as you will readily discern by the increased allowance made by us where we may be compelled to use unmarked paper. Second. On July 1, 1912, the scale agreements with the printing pressmen and press feeders, the bookbinders and bindery girls was readjusted and a material advance granted the workers in each department, in some instances the increase amounting to 12½ per cent. In addition to this, on January 1 a further increase in the typesetting department was made in accordance with the scale agreement made with the Typographical Union, which became effective January 1, 1912. We consider it but fair to your Board that this explanation of the increased cost should be made.

"Should we be favored with the contract we assure you that we shall put forth our best efforts to give you high-class service, and all work done by us will be strictly in accordance with union conditions.

"We have the honor to remain,

"Yours very truly,

"THE CHELTENHAM-AETNA PRESS."

The Board requested General Secretary Duffy to inquire from the Cheltenham-Aetna Press if they would enter into a contract at the price submitted for two years. It being

agreeable to them, the contract was awarded to the Cheltenham-Aetna Press at a price of $2,248.75 per month for two years.

The G. S. was instructed to enter into such contract and also to reject The Carpenter and all other supplies that are not up to the standard as per specifications and samples under which contracts are let.

The following delegation from Chicago, Brothers John A. Metz, Daniel Galvin, George Lakey, Jos. B. Fox and Chas. Grassl, appeared before the Board and explained the conditions of the mills in that city. The Board requested them to submit the details of the case in writing.

The General Secretary was instructed to purchase typewriting machines for the office from the Monarch Visible Typewriter Company in exchange for old machines for a net price of $115.00.

Brother James Nealon of Local Union No. 16 of Springfield, Ill., appeared before the Board in regard to a trade movement and the metal trim question. The brother was instructed to have filed with the Board the proper application, after which the matter would be considered.

Philip Feinberg of suspended Local Union No. 1787 of Newark, N. J., appeared before the Board in reference to the investigation made by Past General President Huber, which was ordered by the retiring Executive Board. The remarks of Brother Feinberg were received and action deferred.

Tuesday, February 4, 1913.

All members present.

The General Secretary submitted to the Board bids for printing two hundred thousand (200,000) English, ten thousand (10,000) German and five thousand (5,000) French constitutions as per samples submitted. The bids were as follows:

Cheltenham-Aetna Press — 200,000 English constitutions, $1,492.75; for each additional four pages, $159.00; 10,000 German constitutions, $212.25; for each additional four pages, $22.75; 5,000 French constitutions, $152.50; for each additional four pages, $16.75.

Bramwood Press—200,000 English constitutions, $1,467.50; extra four pages, $156.50; 10,000 German constitutions, $195.50; extra four pages, $20.50; 5,000 French constitutions, $142.50; extra four pages, $15.50.

Harrington & Folger 200,000 English constitutions, $1,573.75; extra four pages, $167.50; 10,000 German constitutions, $210.50; extra four pages, $22.00; 5,000 French constitutions, $156.20; extra four pages, $16.75.

Iron City Trades Publishing Company—200,000 English constitutions, $1,638.70; extra four pages, $11.50 per page; 10,000 German constitutions, $231.50; extra four pages, $10.00 per page; 5,000 French constitutions, $161.50; extra four pages, $6.25 per page.

The Bramwood Press being the lowest bidder, the Board awarded the contract to that firm and the G. S. was instructed to enter into such contract.

The G. S. submitted the report of the committee which tabulated the vote on the amendments to the constitution, said committee finding that the following amendments received the necessary two-thirds vote: Questions 1, 2, 3, 4, 5, 6, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 45, 46, 47, 48, 53 and 54.

The Board decided that the constitution as amended shall go into effect March 1, 1913. The G. S. is requested to notify all local unions and district councils of the same.

The G. S. is requested to notify R. E. L. Connolly that the Board directs him to turn over forthwith to Daniel Post, duly elected chairman of the General Executive Board, all books and other property of the U. B. of C. and J. of A. in his possession.

The General Treasurer submitted to the Board a renewal bond for fifty thousand ($50,000) dollars from the Ocean Accident and Guaranty Corporation, Ltd., New York City. Same was examined and turned over to Chairman Post, he being authorized to rent a box in a safety deposit vault and deposit bond therein.

A communication and bid was received from Nau, Rusk & Swearingen, certified public accountants of Cleveland, Ohio, offering to make the quarterly audits of our accounts and records for the years 1913 and 1914 and to report thereon in a manner similar to service they have rendered during the past two years for a fee of five hundred ($500) dollars per annum. The G. S. was instructed to enter into a contract with this firm for same.

Canton, Ill.—Request from L. U. No. 293 for official sanction of a trade movement for an increase in wages of 40 cents per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Galesburg, Ill.—Request from L. U. No 360 for official sanction of a trade movement for an increase in wages of 5 cents per hour. Sanction granted: financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Cape Breton, N. S., Canada—Request from the District Council for an appropriation of $500.00 for organizing purposes. The Board appropriates the sum of $100.00, same to be expended in such manner as the G. P. may direct after investigation.

A request was received from the Women's International Union Label League for a donation. Request denied.

Request received from the Lower Anthracite, Pa., D. C. for an appropriation for organizing purposes. The Board appropriates the sum

of $200.00, same to be expended in such manner as the G. P. may direct after investigation.

Nashville, Tenn.—Request from L. U. No. 41 for an appropriation for organizing purposes. The Board appropriates the sum of $100.00, same to be expended in such manner as the G. P. may direct after investigation.

Wheaton, Ill.—Request from L. U. No. 1527 for an appropriation of $200.00 for organizing purposes. The Board denies the request, as it did not come through the D. C.

Kingston, N. Y.—Request from L. U. No. 251 for an appropriation for organizing purposes. The request is denied and the General Secretary instructed to request the local to spend a little of their own money in building up their local.

Youngstown, Ohio.—Request from L. U. No. 171 for a donation of $500.00. The request is denied and the G. S. instructed to request them to spend a little of their own money for local organizing purposes.

Portland, Ore.—Request for a donation of $5,000.00 for organizing purposes. The Board appropriates the sum of $300.00, same to be expended in such manner as the G. P. may direct after investigation.

Cleveland, Ohio.—Request from the D. C. for endorsement of a trade movement of both inside and outside men. Brothers John M. Sheehan and Lewis I. Babb, secretary of the D. C., appeared before the Board. Sanction was granted the movement of the outside men, the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office. The request for sanction of the movement of the mill men is held in abeyance and the G. P. requested to investigate the mill conditions in that city.

Quincy, Ill.—Application of L. U. No. 1366 for financial aid in support of strike now pending. The Board appropriates the sum of $450.00.

East St. Louis, Ill.—Request for sanction from L. U. 169 of a trade movement for the mill men. The Board grants sanction, providing that all reference to a maximum wage be stricken out.

East St. Louis, Ill.—Request for sanction of a trade movement for an increase in wages for the outside men of 2½ cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

San Diego, Cal.—Request from L. U. 810 for sanction of a trade movement for an increase in wages of 50 cents per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Brazil, Ind.—Request from L. U. No. 431 for sanction of a trade movement for an increase in wages of 2½ cents per hour. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Herkimer, N. Y.—Request from L. U. No. 380 for sanction of a trade movement for an increase in wages. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Scranton, Pa.—Request from L. U. No. 261 for sanction of a movement for 60 cents per day increase. Action on this application is deferred for the reason that out of a total membership of 503 only 70 members voted. The General President is requested to investigate the cause of the lack of interest in this locality.

Worcester, Mass.—Request from L. U. No. 877 for endorsement of a trade movement for shorter hours. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Muscatine, Iowa.—Request from L. U. No. 1069 for sanction of a trade movement for an increase in wages of 50 cents per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Columbus, Ohio.—Request from L. U. No. 200 for endorsement of a trade movement for an advance of 5 cents per hour. Action deferred on account of the lack of interest shown in the local by its vote on demanding this increase. The G. P. is requested to investigate the cause of this condition in that city.

Bristol, Conn.—Request from L. U. No. 952 for sanction of a movement to establish a minimum wage of 45 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at this office.

Alexandria, Va.—Request from L. U. No. 1665 for an increase in wages of 25 cents per day and the establishment of an eight-hour day for the mill men. Official sanction granted; the question of financial aid to be taken up later in accordance with the general constitution as reports are received at the General Office.

Escanaba, Mich.—Request from L. U. No. 1832 for an increase in wages. Official sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at this office.

Albany, N. Y.—Request from L. U. No. 117, Albany, N. Y., for sanction of a movement for an increase in wages of 5 cents per hour and the half-holiday Saturday. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at this office.

Wednesday, February 5, 1913.

All members present.

Philadelphia, Pa.—Request from the D. C. for endorsement of a trade movement for an increase in wages of 5 cents per hour. Action deferred until the April meeting of the Board and the G. P. requested to have an investigation made of the conditions in that district.

Niagara County, New York.—Request from the D. C. for endorsement of a trade movement for an increase in wages and the Saturday half-holiday. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Muskegon, Mich.—Request from L. U. No. 100 for endorsement of a trade movement referred back to the General Secretary until such time as the local obtains the endorsement of the D. C.

Jamestown, N. Y.—Request from L. U. No. 66 for endorsement of a trade movement for an increase in wages of 60 cents per day. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Sayre, Pa.—Request from L. U. No. 145 for sanction of a trade movement for an increase in wages. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Georgetown, Tex.—Request from L. U. No. 572 for sanction of a movement for an increase in wages of 40 cents per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Lewistown, Mont.—Request from L. U. No. 1949 for sanction of a trade movement for an increase in wages of 50 cents per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Mt. Vernon, N. Y.—Request from L. U. No. 493 for sanction of a movement for an increase in wages of 3½ cents per hour. Official sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Wyoming Valley, Pa.—Request from the D. C. for sanction of a movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later in accordance with the constitution as reports are received at the General Office.

Nashville, Tenn.—Request from L. U. No. 41 for endorsement of a movement to establish the eight-hour work-day and a minimum wage of 35 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Steubenville, Ohio.—Request from L. U. No. 186 for sanction of a movement for an increase in wages of 50 cents per day. Official sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Chester, Pa.—Request from L. U. No. 207 for sanction of a movement to establish the eight-hour day at a minimum wage of 45 cents per hour. Movement sanctioned; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Pittsburgh, Pa.—Request from the D. C. for an appropriation for organizing purposes. The G. E. B. finds that Local Unions Nos. 1732, 142, 164, 165, 211, 254, 255, 333, 402, 699, 773, 852, 1186 and 1273 have not filled out the blanks stating the financial condition of their locals. Therefore the Board will not consider the application until such time as all local unions in the Pittsburgh district comply with the law and send their trustees' reports to this office.

Schenectady, N. Y.—Request of L. U. 1513 (mill men) for an appropriation for organizing purposes. The Board appropriates $100.00, this amount to be expended in such manner as the G. P. may direct after investigation.

Cabo Rojo, Porto Rico.—Request from L. U. No. 1455 for financial aid. Action deferred and the G. S. requested to obtain further information as to conditions existing there.

Resolution No. 61 of the Washington Convention, referred to the incoming General Executive Board, having reference to the use of non-union material from mills in Philadelphia. The Board refers the same to the General President, he to lend all assistance possible to organize the mills in Philadelphia and vicinity.

The General Secretary presented to the Board complaints from Local Union No. 7 of Minneapolis, Minn., endorsed by Local Unions Nos. 247, 471, 478, 42, 387, 309, 122 and 61, protesting against the minutes of the twelfth day of the Washington convention, the protest stating that the minutes are incorrect and not a true record of the action of the convention (new section proposed by L. U. No. 7 of Minneapolis). The G. E. B. finds the records of this office show the records of the convention to be correct. Papers filed.

Request from L. U. 620, Vineland, N. J., for endorsement of a trade movement for an increase in wages of 4 cents per hour was referred back to the General Secretary for further information as to the vote and number of members present at the meeting when action was taken on the proposed movement.

San Francisco, Cal. Request from L. U. No. 422 that an appeal for financial aid in the

iron workers' case be sent out to local unions Action deferred.

Saginaw, Mich.—An accounting was received from the Tri-City D. C. for $210.38. The D. C. is given credit for same and the G. S. requested to notify D. C. to render an accounting for the unexpended balance of $89.62.

Bids for printing financial secretaries and treasurers' monthly report blanks received and action deferred.

Bids for printing rituals were submitted to the Board by the G. S. and were as follows:

Cheltenham-Aetna Press—3,000 English rituals, $486.75; 150 German rituals, $64.50; 150 French rituals, $64.50.

Harrington & Folger—3,000 English rituals, $457.50; 150 German and 150 French rituals, $114.00 for the 300.

Bramwood Press—3,000 English rituals, $480.35; 150 German and 150 French rituals, $122.25.

Harrington & Folger being the lowest bidder, the G. S. is instructed to enter into a contract with that firm for rituals.

A request from Augusta, Ga., to deposit a portion of the funds of the U. B. in the National Exchange Bank of that city received and filed for future reference.

A request from the Indiana State Bank of Indianapolis to deposit a portion of the funds of the U. B. in that institution was received and filed for future reference.

Newport, R. I.—Appeal of L U. No. 176 from the decision of the General Treasurer in disapproving the claim for funeral donation in behalf of Daniel Tobin. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

St. Louis, Mo.—Appeal of Emma Burgust from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of her husband, Henry A. Burgust, late a member of L. U. No. 795. The appeal is dismissed and the decision of the G. T. sustained on the grounds set forth in same.

Pittsburgh, Pa.—Appeal of L. U. No. 142 from the decision of the G. P. in a controversy between L. U. No. 142 and L. U. No. 1186 relative to the admission of a suspended member. The Board sustains the decision of the G. P., as L. U. No. 142 had no right to admit an ex-member of L. U. 1186 without first getting the consent of that union as per section 61 of the general constitution. The appeal is dismissed.

Pittsburgh, Pa.—Appeal of Alden J. Elias from the decision of the G. P. in the case of Alden J. Elias vs. the Pittsburgh District Council. The decision of the General President is sustained on the grounds set forth in same and the appeal is dismissed.

Cincinnati, Ohio.—Appeal of George Tritschler from the decision of the G. P. in the case of Tritschler vs. the Cincinnati District Council. The appeal is dismissed and the decision of the G. P. sustained on the grounds set forth therein.

Akron, Ohio.—Appeal from L. U. No. 84 for an appropriation for organizing purposes. The matter is referred to the G. P. for investigation, he to report to the Board at the April meeting.

The General Secretary presented to the Board all the papers in regard to Resolution No. 52, introduced at the Washington convention by the delegates from the Mississippi Valley Conference Board and others, wherein they ask for an appropriation for organizing purposes, setting forth that the two thousand dollars appropriated to them at the Des Moines convention had secured an increased membership for them of 520 new members and the building up of new local unions in that district. This resolution was referred to the General Executive Board with the following note: That if the statements as set forth in Resolution No. 52 were true, the general officers and General Executive Board be authorized to donate $1,000.00. The Board finds that on May 1, 1911, when the $2,000.00 donated by the Des Moines convention was sent into this district, the entire membership of the locals comprising the district was 2,622 (according to the records at the General Office). On May 1, 1912, the records show a membership of 2,592, or a net loss of 30 members after the expenditure of the $2,000.00 donated at Des Moines. In regard to the claim of increased wages and reduction in hours, we find in all but two cases the increase in wages or reduction in hours took place previous to the time the appropriation was expended. Local Union No. 1525, Princeton, Ill., received an increase in wages in April, 1912, and L. U. No. 1260, Iowa City, Iowa, an increase in May, 1912. On this investigation the G. E. B. refuses to make the donation of $1,000.00 as per Resolution No. 52, the investigation not bearing out the statements contained in the resolution as being true. The Board requests the G. P. to investigate conditions in this district and the advisability of spending money there in organizing work.

Thursday, February 6, 1913.

All members present.

The report of former General President Huber on his personal investigation in the matter of the suspension of former L. U. No. 1787 of the District Council of Newark, N. J., was received and placed on file.

The report of Brother D. A. Post in reference to a conference with the miners on a question of jurisdiction was received and action deferred until such time as a committee from the General Executive Board meets with a similar committee from the miners.

The G. P. was instructed to send a telegram of condolence to Brother G. W. Griffiths of Utica, N. Y., on the loss of his wife,

Brother Griffiths being a member of the committee tabulating the vote on the amendments to the general constitution.

Newport, R. I.—Appeal of L. U. No. 1245 from the decision of the General Treasurer in disallowing the claim for funeral donation on the death of Michael Amoruso. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Dallas, Tex.—Appeal of R. M. Means, member of Local Union No. 198, from the decision of the G. P. in the matter of his eligibility to hold office in the Local Union. The Board sustains the appeal and reverses the decision of the G. P. on the grounds that the constitutional law of the U. B. at the time Brother R. M. Means was admitted to membership, January, 1909 (section 123), entitled him to all rights and privileges except financial benefits.

Houston, Tex.—Appeal of R. E. Ewing from the decision of the General President in the case of R. E. Ewing vs. L. U. No. 201 of Wichita, Kas. The decision of the G. P. is sustained and the appeal dismissed on the grounds set forth in said decision.

All members present.

Lynn, Mass.—Appeal of G. C. Paige from the decision of the G. P. in the case of G. C. Paige vs. the North Shore D. C. The Board sustains the decision of the G. P. on the grounds set forth therein and dismisses the appeal.

Washington, D. C.—Appeal of Andrew Z. Smith from the decision of the G. P., rendered December 16, 1912, in the case of Andrew Z. Smith vs. L. U. No. 132. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

The afternoon session of the Board was taken up in the matter of a jurisdictional conference between the United Mine Workers and the United Brotherhood of Carpenters and Joiners of America. The General Secretary submitted a tentative agreement which was entered into at Wilkesbarre, Pa., in December, 1912, as follows:

Wilkesbarre, Pa., December 3, 1912

This agreement entered into this 3d day of December, 1912, by and between the following named representatives of the U. M. W. of A. and the U. B. of C. and J. of A., to be effective subject to the ratification by the general officers of their respective organizations.

First. That all carpenters or handy men employed in the shaft, or mine proper, whether repairing or constructing in any capacity, shall be members of the U. M. W. of A.

Second. That all carpenters or handy men employed in repairing cars or making temporary repairs about the breaker shall be members of the U. M. W. of A.

Third. That all carpenters employed in building or rebuilding breakers, houses or other buildings shall be members of the U. B. of C. and J. of A.

For the purpose of carrying this agreement into effect, the United Mine Workers agree to accept the transfer card of any member of the Carpenters' Union in the anthracite region, in lieu of initiation fee.

It is agreed that subject to this agreement being ratified by the national executive boards of the two organizations, that peace and quiet shall prevail between the members of both organizations, and that all temporary arrangements made between the two organizations shall also continue in force.

CONRAD J. MEIER,
Delegate Local 129, Hazleton, Pa.,
WM. H. DEITRICK,
Delegate L. A., D. C., U. B. of C. & J. of A.,
M. E. SANDERS,
Delegate W. V., D. C., U. B. of C. & J. of A.,
D. A. POST,
Member of General Executive Board.
Committee Representing the U. B. of C. and J. of A.

WM. GREEN,
THOS. KENNEDY,
President District No. 7,
JOHN M. MACK,
Secretary District No. 1,
ANDREW MOTTY,
M. HARTNEADY,
JOHN FAHEY,
President District No. 9,
Committee representing the U. M. W. of A.

The G. P. notified the Board that the following committee from the United Mine Workers was waiting in his office to confer with a similar committee from our General Executive Board. Chairman Post appointed the following committee to represent the United Brotherhood: General President Kirby, General Secretary Duffy, General Treasurer Neale, Chairman of the Board Post, Secretary of the Board Guerin.

The committee of the United Mine Workers was composed of Brothers Perry, Farrington, Nash, Fallon and Ferry. After several hours' conference it was decided that each Executive Board should send a written interpretation of the Wilkesbarre agreement to the president of each respective organization by 10 o'clock the following day. The General Executive Board then took the matter up and instructed the G. S. to send the following letter:

Indianapolis, February 7, 1913.

Mr. Edwin Perry, Secretary United Mine Workers of America, State Life Building, City:

Dear Sir and Brother—Our General Executive Board now in session at this office has arrived at the following definitions of the terms of the agreement entered into at Wilkesbarre, Pa., in December, 1912, between the representatives of your organization and this United Brotherhood:

Section 1. That all carpenters or handy men employed in the shaft or mine proper, whether repairing or constructing in any capacity, shall be members of the United Mine Workers of America.

The definition of this section is that all persons doing work of any kind in the shaft, mine or at the mouth of mine, repairing or constructing in any capacity, shall be members of the United Mine Workers, but all persons using carpenter tools or running woodworking machinery in the company's shops, or building tipples, shacks, sheds, barns, cottages, dwellings, breakers, washers or the repairing of same, shall be members of the United Brotherhood of Carpenters and Joiners of America.

Sec. 2. That all carpenters or handy men employed in repairing cars or making temporary repairs about the breakers shall be members of the United Mine Workers, the word "temporary" meaning that the work shall not last longer than three days.

Sec. 3. That all carpenters employed in building, repairing or rebuilding breakers, houses or other buildings shall be members of the United Brotherhood of Carpenters and Joiners of America.

The definition of this section is that all carpenters employed in the building, rebuilding or repairing of tipples, shacks, sheds, barns, cottages, dwellings, breakers, washers, shall be members of the United Brotherhood of Carpenters and Joiners of America.

Fraternally yours,
(Signed) FRANK DUFFY,
General Secretary.

Up to the time of adjournment the Mine Workers' written interpretation of the Wilkesbarre agreement had not been received.

Friday, February 7, 1913.

All members present.

Milwaukee, Wis.—Appeal of Adolph Hinkforth et al. from the decision of the General President, rendered December 20, 1912, in the case of Hinkforth et al. vs. L. U. No. 161 of Kenosha, Wis. The decision of the G. P. is reversed and L. U. 161 ordered to return the fines on the ground that after the appellants had requested a postponement of the trial there is nothing in the papers to show that they were notified of the date of the postponed trial.

Providence, R. I.—Appeal of Hjalmar N. Anderson from the decision of the G. P., rendered October 1, 1912, in the case of Hjalmar N. Anderson vs. the D. C. of Providence. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

New York City.—Appeal of James Dowling from the decision of the G. P., rendered October 1, 1912, in the case of James Dowling vs. L. U. No. 34. The Board sustains the decision of the G. P. on the grounds set forth therein and dismisses the appeal. The Board further finds that Brother Dowling did not pay his fine within thirty days before taking appeal.

Camden, N. J.—Appeal of Chas. Van Leer from the decision of the G. P., rendered October 1, 1912, in the case of Chas. Van Leer vs. L. U. No. 1532 of Camden. The Board reverses the decision of the G. P. on the grounds that Brothers Reeves, McQuay and Jourdan must pay the assessment as levied by the D. C., as no appeal was taken against the action of the D. C. in levying the assessment until more than thirty days had expired. (See section 158 of the general constitution.)

New York City.—Appeal of Local Union No. 1747 from the decision of the G. P., rendered August 29, 1912, in the case of Hamilton Currie vs. L. U. No. 1747 of New York City. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

The Washington convention submitted to referendum vote the proposition of placing the First General Vice-President as a permanent officer at our headquarters in Indianapolis to handle by-laws, trade rules, data on mills, etc., which was carried, and as the convention failed to fix any remuneration for his service the G. E. B. hereby affixes the salary of the First General Vice-President at sixteen hundred ($1,600.00) dollars per annum. The General President, General Secretary and General Treasurer present.

Saturday, February 8, 1913.

All members present.

Niagara Falls, N. Y.—Appeal of J. H. Kew from the decision of the G. P., rendered August 29, 1912, in the case of J. H. Kew vs. the Niagara County D. C., also covering the decision of the G. E. B., rendered October 1, 1912. The G. E. B. reaffirms the decision of the Executive Board, rendered October 1, 1912, and dismisses the appeal, as no new evidence has been submitted.

Augusta, Ga.—Request from the D. C. for an appropriation for organizing purposes. The request is denied, the question of placing an organizer in that district referred to the General President.

Fresno, Cal.—Request from L. U. No. 701 for an appropriation for organizing purposes. Request denied.

Chicago, Ill.—Appeal of L. U. 141 from the decision of the G. P. in disapproving a by-law of the Chicago D. C. in reference to examining boards. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Birmingham, Ala.—Request from the D. C. for endorsement of a trade movement for an increase in wages of 7½ cents per hour. The request is denied on account of the apparent lack of interest in the movement as shown by the vote on the adoption of the new wage

scale. The General President is requested to investigate conditions there.

Jackson, Tenn.—Appeal of the D. C. of Jackson from the decision of the G. P. in the matter of granting a special dispensation of initiation fees for that district. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

The following letter was received from the United Mine Workers of America in response to the one sent to that organization by the G. S. under date of February 7, 1913, containing our interpretation of the Wilkesbarre agreement, covering jurisdictional controversies between the two organizations:

UNITED MINE WORKERS OF AMERICA,
Indianapolis, February 8, 1913.

Mr. Frank Duffy, General Secretary United Brotherhood of Carpenters and Joiners, Indianapolis, Ind.:

Dear Sir and Brother—Your letter of the 7th inst., containing your interpretation of the tentative agreement reached in Wilkesbarre between the carpenters' and miners' organizations, has been received, and the same has been considered by the International Executive Board of the United Mine Workers, which is now in session, and the following resolution was adopted:

"That the President be instructed to notify the representatives of the carpenters' organization that the United Mine Workers' organization does not accept their interpretation placed upon the tentative agreement reached in Wilkesbarre, and that unless a mutual understanding can be reached thereto the United Mine Workers will proceed to enforce the jurisdiction over the carpenters given them by the A. F. of L."

I might state that if you care to negotiate further in this matter in the hope of obviating trouble for all concerned, we will appoint a committee to confer with a similar committee of your organization, but unless this matter is settled, or an attempt made to adjust it on or before March 1, we will carry out the instructions contained in this resolution.

You fully understand that the United Mine Workers have jurisdiction over all men employed in and around the mines. However, we have always conceded to your organization jurisdiction over all men who are engaged in building properties in mining towns and in the permanent erection of mine tipples, etc., but once the mine is placed in operation, the United Mine Workers always enjoy the privilege of exercising jurisdiction over all men employed in and around it.

We will be glad to hear from you at once, notifying us of your intentions.

With kind regards, I am,
Yours very truly,
(Signed) JOHN P. WHITE, President.

General Secretary Duffy replied as follows:

Indianapolis, February 8, 1913.

Mr. John P. White, President United Mine Workers of America, 1101 State Life Building, Indianapolis:

Dear Sir and Brother—Your communication under date of February 8 received and placed before our General Executive Board, now in session. I am instructed by that body to inform you that a sub-committee of four has been appointed to meet a like committee of your Executive Board at 10 o'clock Monday morning, or any other hour that you may designate, to take up the question in dispute; that is, the temporary agreement arrived at in Wilkesbarre last December by the representatives of both organizations.

With best wishes and kindest regards, I am,
Fraternally yours,
(Signed) FRANK DUFFY,
General Secretary.

Later it was agreed to meet at the English hotel at 8 p. m. The committee of the United Brotherhood of Carpenters was present, but the Mine Workers failed to locate one of their committee, Mr. Hayes, and it was agreed to meet Monday morning at 10 a. m.

Monday, February 10, 1913.

All members present.

Peckville, Pa.—Request of L. U. No. 1678 for sanction of a trade movement for an increase in wages of 5 cents per hour. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Warren, Pa.—Request of L. U. 1014 for sanction of a trade movement for an increase in wages of 4 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Portsmouth, N. H.—Request of L. U. No. 921 for sanction of a trade movement for an increase in wages of 3 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Decatur, Ill.—Request from L. U. 742 for endorsement of a trade movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Springfield, Ohio.—Request from L. U. 660 for sanction of a trade movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Duluth, Minn.—Request from L. U. 361 for

sanction of a trade movement for an increase in wages of 5 cents per hour. Sanction denied owing to the fact that less than 10 per cent. of the members of the local voted on the proposition.

Teague, Tex.—Request from L. U. 130 for sanction of a trade movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Springfield, Ill.—Request from L. U. 16 for sanction of a trade movement for an increase in wages of 7½ cents per hour for the machine hands. Action deferred; the G. P. requested to investigate and report to the Board at the April meeting.

Springfield, Ill.—Request from L. U. 16 for sanction of a trade movement for an increase in wages of 5 cents per hour for the outside men. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

San Antonio, Tex.—Request from L. U. No. 14 for sanction of a trade movement for an increase in wages of 7½ cents per hour. Action deferred. The G. P. requested to investigate and report at the April meeting of the Board.

Newport, R. I.—Request from the D. C. for an increase in wages to take effect April 1, 1913. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Communications received from L. U. Nos. 772 of Clinton, Iowa; 1069 of Muscatine, Iowa, and 360 of Galesburg, Ill., of the Mississippi Valley Conference Board in regard to Resolution No. 52 of the Washington convention. The contents of the communications were noted, and as they contained no information to alter the facts already before the Board in the case of Resolution No. 52, the papers were received and filed. (See action of the Board on same February 5.)

Appeal of Thos. Gilmore et al. from the decision of the General Treasurer in refusing to pay bills for labor performed in tabulating votes for delegates to the A. F. of L. convention at the Washington convention. The action of the former Board is affirmed and the appeal is dismissed

Bradentown, Fla.—Appeal from L. U. No. 1746 from the decision of the Tabulating Committee in refusing to count their vote on the election of general officers. The Board finds that the local union did not vote by the Australian ballot system, as provided for in the constitution, but by show of hands. Therefore the decision of the Tabulating Committee is upheld and the appeal dismissed.

Appeal of L. U. No. 110, St. Joseph, Mo., for financial assistance. The matter is referred to the G. P. for investigation at once.

Chicago, Ill.—Appeal from the District Council in regard to injunction suits pending. The whole matter was referred to the General President and the member of the Executive Board from the Third District to make a full and complete investigation of the same and report their findings to the Board. The G. S. is also requested to notify the Chicago District Council and all other district councils and local unions that before legal talent is employed the General Office must be consulted and sanction of the General Executive Board obtained if the General Office is expected to render financial aid in their defense.

Communications received from L. U. 1546 of Baltimore, Md.; 1008 of Brooklyn, N. Y., and 1157 of Passaic, N. J., in the form of resolutions in regard to the suspended local in Newark. As this case has already been disposed of by the G. E. B., the communications are received and filed.

Waterloo, Iowa.—Request of L. U. No. 1835 for sanction of a trade movement for an increase in wages of 5 cents per hour. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

White River Junction, Vt.—Request from L. U. 1773 for sanction of a trade movement for the eight-hour day. Official sanction granted; the question of financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Middletown, Ohio.—Request of L. U. 1477 for sanction of a trade movement for an increase in wages of 5 cents per hour. Action deferred, as the Schedule of Inquiries is not properly filled out.

Norristown, Pa.—Request of L. U. No. 897 for sanction of a trade movement for an increase in wages of 5 cents per hour. Action deferred. The vote shows a lack of interest in the movement. The G. P. is requested to investigate the cause of same.

Fond du Lac, Wis.—Request from L. U. No. 782 for sanction of a movement for an increase in wages and the establishing of lines of jurisdiction. Official sanction in support of trade movement denied because of the lack of interest shown by the vote on the demands. The question of jurisdiction and the request for an organizer referred to the G. P.

Portsmouth, Ohio.—Request from L. U. No. 437 for sanction of a trade movement for an increase in wages of 50c per day. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Kennebec Valley, Me.—Request from the D. C. for sanction of a trade movement for an increase in wages of 45 cents per day. Official sanction granted; financial aid to be considered later in accordance with the gen-

eral constitution as reports are received at the General Office.

Columbia, S. C.—Request from the D. C. for sanction of a trade movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

El Paso, Tex.—Request from L. U. No. 425 for sanction of a trade movement for an increase in wages of 60 cents per day. Sanction denied on account of the condition of the trade there.

Berkshire County, Mass.—Request from the D. C. for endorsement of a trade movement for an increase in wages of 14 cents per day in behalf of L. U. No. 1045 of Great Barrington, 1427 of Lee, 395 of Adams and 193 of North Adams. Official sanction granted; financial aid to be considered later in accordance with the general constitution as reports are received at the General Office.

Tuesday, February 11, 1913.

All members present.

The committee from the United Mine Workers of America submitted the following in lieu of old section 2 of the Wilkesbarre agreement in the matter of the jurisdictional dispute between the United Mine Workers and the Brotherhood of Carpenters:

That all carpenters or handy men employed in mine shops, repairing cars or in making repairs about the mine for a period of one month or more shall be members of the United Mine Workers of America.

The committee from the United Brotherhood of Carpenters and Joiners of America submitted the following proposition:

1. That all carpenters or handy men employed in the shaft or mine proper, whether repairing or constructing in any capacity, shall be members of the United Mine Workers of America.

2. That all carpenters employed in building or rebuilding breakers, houses or other buildings shall be members of the United Brotherhood of Carpenters and Joiners of America.

3. That carpenters who work part time in the mines and part time away from the mines shall, while working in the mines, belong to the U. M. W. of A., and while working away from the mines belong to the U. B. of C. and J. of A., a paid-up due card of the member to act as a transfer to either organization in lieu of initiation fee.

4. No strikes to be called by the carpenters (members of the U. B. of C. and J. of A.) working around a mine on mine work or property without the consent of the mine workers.

5. When strikes are called by the mine workers carpenters (members of the U. B. of C. and J. of A.) must obey same.

6. That all handy men working around the mines making temporary repairs shall be members of the U. M. W. of A.

No agreement having been reached, the action of the committee meeting the mine workers is endorsed and the committee continued.

The Board instructs the G. S. to communicate with the American Federation of Labor and the Building Trades Department, requesting said bodies to notify all central bodies and building trades councils to unseat the Amalgamated Carpenters.

There being no further business to come before the Board, the minutes were read and approved and the Board adjourned to meet at the General Office April 7, 1913.

T. M. GUERIN,
Secretary of the G. E. B.

Attest:
FRANK DUFFY, General Secretary.

General Agreement

Entered into between the Australian Society of Progressive Carpenters and Joiners and the United Brotherhood of Carpenters and Joiners of America relative to traveling members.

August 22, 1912.

So as to avoid misunderstandings and conflictions in the future between the two organizations herein above mentioned, relative to traveling members, it is hereby agreed:

First. That members of the Australian Society of Progressive Carpenters and Joiners coming from Australia to America shall be admitted to membership in any local union of the United Brotherhood of Carpenters and Joiners of America on presentation of a paid-up due book or due card covering at least one year's membership in the Australian Society of Progressive Carpenters and Joiners, free of any initiation or entrance fee, and they shall be entitled to the privileges and benefits of the United Brotherhood of Carpenters and Joiners of America according to those sections of the constitution of said organization governing newly initiated members.

Second. Members of the United Brotherhood of Carpenters and Joiners of America in good standing going to Australia shall be admitted to membership in any branch of the Australian Society of Progressive Carpenters and Joiners free of any initiation or entrance

fee, providing such members are in good health, and they shall be entitled to all the privileges and benefits of the Australian Society of Progressive Carpenters and Joiners according to those sections of the constitution of said society governing newly initiated members.

(Signed) FRANK DUFFY,
General-Secretary.
Representing the United Brotherhood of Carpenters and Joiners of America.

(Signed) W. R. EDGAR,
General-Secretary.
C. J. McDEVITT, President.
Representing the Australian Society of Progressive Carpenters and Joiners.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.	Klamath Falls, Ore.
Altus, Okla.	Louisville, Ky.
Alva, Okla.	Manhattan, Kas.
Ashland, Ky.	Milwaukee, Wis.
Atlantic City, N. J.	Mowbridge, S. D.
Aurora, Ill.	Mt. Vernon, N. Y.
Austin, Tex.	New York City.
Battle Creek, Mich.	New Bedford, Mass.
Birmingham, Ala.	New Orleans, La.
Blackwell, Okla.	Niagara Falls, N. Y.
Boise, Idaho.	Norfolk, Va.
Central City, Ky.	North Yakima, Wash.
Cleveland, O.	Omaha, Neb.
Clarksville, Tenn.	Peoria, Ill.
Dayton, O.	Pittsfield, Mass.
Detroit, Mich.	San Antonio, Tex.
Dubuque, Ia.	Sioux City, Ia.
Evansville, Ind.	South Omaha, Neb.
Fort Meyers, Fla.	Syracuse, N. Y.
Fresno, Cal.	Tampa, Fla.
Greeley, Colo.	The Dalles, Ore.
Hot Springs, Ark.	Tri-Cities—Davenport,
Huntington, L. I., N. Y.	Ia.; Rock Island
Hutchinson, Kas.	and Moline, Ill.
Kenosha, Wis.	Tulsa, Okla.
Kewanee, Ill.	Wichita Falls, Tex.

Local Unions Chartered Last Month

Beloeil, Que., Can.	Southington, Conn.
St. John, N. B., Can.	Rockdale, Tex.
Kennett, Mo.	Crosby, Minn.
Fredericton, N. B., Can.	S. Jacksonville, Fla.
Batesville, Ark.	Salvay, N. Y.
Laurel, Miss.	Denver, Colo.
Conway, Ark.	Savannah, Ga.
La Crosse, Wis.	Watseka, Ill.
Wilmington, N. C.	Kenedy, Tex.
Knoxville, Tenn.	Philadelphia, Pa.
Norwich, Conn.	Portland, Ore.

Total, 22 Local Unions.

Rejection of Candidates

William McReadie, of 34 Coolidge street, Lawrence, Mass., applied for admission to L. U. 111 of that place, and was rejected three times.

Fred Lagamba, of Niagara Falls, N. Y., applied for admission to L. U. 322, of that place, and was rejected three times.

John L. Bunston applied for admission to L. U. 322, Niagara Falls, N. Y., and was rejected three times.

Have you not felt proud and happy when on Saturday night, after having received your pay, earned by honest toil and application in the true union way, you have gone to a barber shop and got a union shave, bought a pair of shoes with the union stamp on them, and "plunked" down your money for a union loaf of bread? And sometimes perhaps hasn't that little bit of human weakness shown itself so that you thought you were doing something great and took a lot of credit to yourself? But after all, though it was a good work done, a very good work, was it not only justice? Reciprocity in union matters between the members of the different trades is a great and important duty.

The Bondage of Poverty

Gripped in the bondage of poverty's hold,
Helpless as slaves who were bartered and sold,
Against prison bars you may bruise your wings,
But your heart to the hope of liberty clings;
The lingering note of a sad refrain
Expresses a prisoned spirit's pain,
As a caged bird in its exile sings,
So the plaintive tone of life's music brings
A sacred peace that must triumph o'er pain
Though longing for freedom be all in vain.

Starving to cultivate God-given art—
Fate decrees poverty. Toil is your part;
Then bear the cross bravely, do your work well,
Duty performed lightens poverty's hell.
Toiling to live yet preferring to die,
Craving the culture that wealth might supply—
Your curse is ambition, your scourge is pride,
God knows that by greed you are crucified;
But evil must yield to the power of good
When men learn the lesson of brotherhood.

MARGARET SCOTT HALL.

Correspondence

Yolo County, California, Heard From

Editor The Carpenter:

At a special called meeting held on the night of February 25, this local decided unanimously to notify all contractors that after June 1, 1913, eight hours shall constitute a days' work, the wages to remain as they are at present, which is $4 for nine hours.

Our local was organized just five months ago. We started with a membership of twenty-one, and we have increased by over three times that number since then. We have seen the need of organization here and have put our heads together, stood many a knock and kick, until now we feel strong enough to ask the right of any laboring man, an eight hour work day.

That is not all we have done toward organization in our little city of Woodland, Cal. We have, with the persistent efforts of a few live wires among the boys of this local, succeeded in organizing a Federal Labor Union, which was chartered last month and has now a membership of over seventy.

The teamsters of this city, who now belong to the Federal Union, are to send for a charter soon.

We are gaining strength rapidly, so that by next Labor Day Woodland, Cal., will see something it has never seen before, a "Labor Day parade," of over two hundred union men in line, with the carpenters at the head of it, carrying a magnificent banner which they are working hard for now.

Our advice to members of locals that are at a standstill is—get out and work, help your local to increase its membership—take Woodland as a good example.

Fraternally yours,

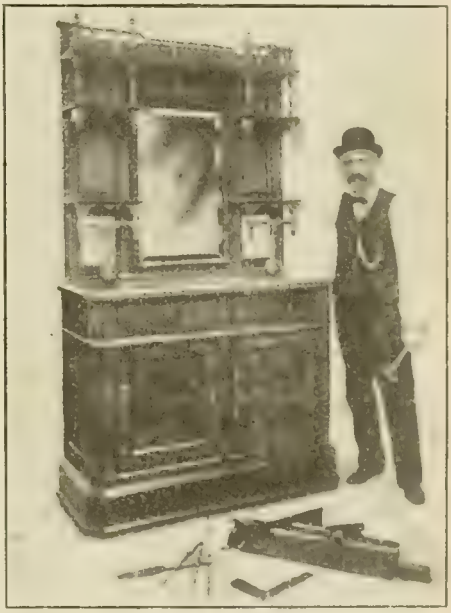
CHAS. HUGEL, R. S., L. U. 1381.

Woodland, Cal.

A Wonderful Sideboard

Editor The Carpenter:

Herewith I am sending you the picture of a wonderful sideboard and its maker, Harrison Webber, a member of Local 492 of this city, in the hope that you might find space to publish this and a description of the sideboard for the edification of our many members.



BROTHER WEBBER AND HIS SIDEBOARD.

It is a piece of wood-work which, we believe, has no equal in the world. It must be seen to get any conception of its beauty and to realize the high-class skill and ingenuity that have been combined in its make-up. It will stand the scrutiny of the most critical inspector, who will agree with me, I am sure, that the various decorative parts have been joined with such mathematical accuracy

as to defy any semblance of inequality in any respect.

It shows blocks of optical illusions, full block checker boards of sixty-four blocks in a half-inch square; pictures of the American flag, first adopted; the second flag, when it had fifteen stripes; the regular flag, having thirteen stripes and forty-five stars, true to the colors of the flag. It has mirrors of the best bevel-edged glass.

The door panels have each upwards of 3,000 pieces, all arranged to show the most cleverly formed and beautiful pictures. A single drawer front has 2,586 pieces, arranged to show different designs of blocks and stars from a five-prong to a sixteen-prong. An end panel has over 4,000 pieces. The arched brackets constitute a most striking effect in colors and patterns, resting on round balls, showing stars, checker-board designs, etc.

It represents labor extending over a period of twelve years, in course of construction during all its maker's leisure hours. Brother Webber lives at 1152 North Tenth street, Reading.

Fraternally yours,

W. W. WERNER, B. A., L. U. 492.

Reading, Pa.

Some Things We Should Learn

Editor The Carpenter:

The January edition contains an article on "The Fight on Tuberculosis." With much surprise and joy, I have read the resolutions passed by Local 84. It has given me the assurance that in some locals of the United Brotherhood a larger amount of brain energy is at times in motion than usually expected. Of course, I judge by experience. I have been a member of Local 80 for fifteen years and a member of the Brotherhood of Carpenters for about twenty-five years, but I have also been a regular practicing physician for the last eight years in this city. Whenever I had an idea to better the conditions of the sick and diseased brothers, it has been objected to by the delegates of our locals.

For information to Local 84 and its writer, Brother Shatzer, I will say that the world has not yet found a certain formula that will cure tuberculosis. It is education, self-preservation, attention, care, respect, and obedience toward the advice and good will of a learned man, whom, when honest, we call a physician, that is so far as sick brothers can be helped at present.

It is true that Dr. Friedmann has used his remedy on 1,182 persons, but is this proof that he has cured the disease? By far not, although let us hope it is. But the profession at large must keep skeptical until further evidence is continuously produced over a longer period of time, because many remedies, methods, and appliances, enthusiastically introduced, have proven worthless every year and still found an open market through the newspapers among the public. The successful treatment of tuberculosis is surely a vital question to the carpenter, and more so to the public; but how vital is the proper care of the sick and injured member may I ask you, brothers? Just like a weak, ignorant mother, who asks for the policeman every time her child does not behave instead of doing her duty toward him, so the writer calls for a congressman to do the work, but he himself will rest assured to have his sick brother cared for by a so-called business agent—and what about his family and children? They get $5.00 per week—and the other expenses, doctor and drugs, etc., they may get on credit or not. Business is not charity. If the Lord had used a square of any kind during His creation, the doctors had surely by this time found the unit whereby to read its dimensions, but in the science of medicine as well as religion there are many sure roads that lead to the grave and to heaven.

Let me ask our brothers, why is it that our sick lists increase in winter so many times more than the number in the summer months? Is it because we then have more carpenters out of work? How many laws have been made and how many resolutions have been passed, but

how little has ever been gained by it as long as we depend upon a third party to do and to enforce them? How vital is the question that every local should seek and secure the advice of a well-known, honest physician, to whom a business agent may call at any time for counsel in case of need. This doctor should also be a man of broad, unselfish means, well posted in social and civic affairs, acquainted with all charity hospitals and county institutions created for the welfare of the workingman to relieve him from suffering. He should be called upon in doubtful cases or improperly treated complaints, and also assist the business agent and the local in caring for the family of the diseased or deceased when found in distress. The local should agree to pay a small compensation, depending on the work done, for his service during the year.

In large cities like Chicago, each local may have one doctor, but the council should have in its employ a physician as a medical adviser, to whom such vital questions as come up from time to time for the benefit of the locals and their members should be taken. They assure themselves the services of a good lawyer in cases of trouble when they are well. Why is it that our members act so cowardly and carelessly in not providing for the unfortunate members who are accidentally hurt? This question should be the most vital question of the year 1913, and some effort along these lines should heretofore have been made.

It is evidently shown that an increase in wages is always followed by an increase of living expenses, because we depend too much upon the other fellow to help and better our conditions at his expense. Let me remind you, that to better the condition of the carpenter means that he must make an honest start to better himself within the locals upon the principles of true brotherhood. In a few years we may have been advanced so far as to give, instead of a raffle, a pension to the old, poor, and disabled members in our ranks. We may have a hospital for our sick and injured brother; we may maintain a home for the old and lonesome carpenter; we may have a meeting place of prominence and not a den-like hall here and there. But this can only be accomplished when carpenters become more economical in their ways of managing their affairs, more enlightened, wiser, more lenient in their judgment, and less selfish. Fraternally yours,

ERNEST C. BLANCK, M. D.
3111 Polk St., Chicago.

Convention Call—National Women's Trade Union League

To All Affiliated Leagues and Members—
Greeting:

You are hereby advised that in accordance with the vote of the Third Biennial Convention of the National Women's Trade Union League of America, the Fourth Biennial Convention will be held in St. Louis, Mo., beginning Monday, June 2, 1913, at 10 a. m., and will continue in session from day to day until the business of the convention has been completed.

The membership of the convention shall consist of the following:

The five officers and the other six members of the executive board. Each local league shall be entitled to send one delegate with one vote for every twenty-five members or fraction thereof, up to 500 members, and after that, one to every fifty. Each affiliated trade union label, central labor body, and State Federation of Labor, shall be entitled to send one delegate with one vote. Every other affiliated organization shall be entitled to send one delegate with one vote. In order to encourage interest in forming local leagues, members at large shall be given voice, but with no vote. Only those leagues and affiliated organizations whose annual dues shall have been fully paid up sixty days in advance of the national convention, shall be entitled to vote at the convention. Credentials in duplicate are enclosed. The original credentials must be given to the delegate-elect and the duplicate forwarded to the secretary, Room 901, 127 North Dearborn

Street, Chicago, Ill., not later than April 15.

This being the tenth anniversary of the organization of the National Women's Trade Union League of America, we want to see to it that out of our widening experience we establish such measures for constructive work as will enable us to meet with greater knowledge and capacity the ever-growing problem of women in industry. The establishment of schools for women brickmakers and bricklayers, the introduction of women conductors and messengers, women core makers in the steel foundries, women taxicab drivers, even a woman smoke stack painter, are but a sign of the times that all trades are being thrown open to women, even though often for the ignoble purpose of creating cheaper labor, and unless we safeguard conditions by the organization of women we will have them on a greater scale than ever before the underbidders in the labor market, to the hurt not only of themselves but of their families. A convention is after all but a living illustration of the thought, "As one lamp lights another nor grows less, so nobleness enkindleth nobleness," and, we may add, knowledge bringeth knowledge. The enthusiasm of such a meeting and the planning together how better to equip ourselves for service helps to establish that concerted action so necessary to all constructive work.

The duty of the hour demands that every affiliated organization be represented and send its full number of delegates.

Be fully represented. Send to this important convention your ablest, most experienced, thoughtful, and faithful members.

The president will appoint the following committees from the delegates to assist in transacting the business of the convention:

Credentials, rules and order of business, organization, resolutions, legislation, committee on officers' reports, life and labor, education, votes for women, union label, constitution, special committee on recent judicial industrial decisions.

The St. Louis League will arrange for the reception and entertainment of delegates. The place of meeting will be Aschenbroedel Hall, and any further information regarding the convention or traveling arrangements for out-of-town delegates will be communicated in a later circular. Fraternally,

MARGARET DREIER ROBINS,
President.

S. M. FRANKLIN, Secretary.

Message From Gompers

Editor The Carpenter:

Among the most important duties devolving upon the American Federation of Labor is to organize our fellow wage-earners more thoroughly, not merely for the purpose of organizing them but in order that they may be in a better position to protect and promote their rights and interests, that they may the more readily participate in the great blessings of human progress, and that they and theirs may the more fully enjoy life and all that goes to make for mental and physical health and happiness; in a word, to help our fellow-workers to such an extent that they may be in a better position to help themselves. This is only possible through organization, unity, federation, and solidarity.

At the recent convention of the American Federation of Labor it was decided to make a more thorough effort for the organization of the unorganized. The executive council in turn entrusted this work to the undersigned. With my associates we must rely upon the energy and co-operation of our organizers and of the officers and the great rank and file of the labor movement. In the recent past, great activity has been shown. Large numbers of the unorganized have manifested a desire and willingness to organize into unions in full affiliation to the American Federation of Labor, and it has been well said: "We must take the current as it serves or lose our ventures." So with the present revived hopes and feelings among the toilers.

The labor movement of America expects that every man and every woman shall do his or her duty, not only to remain steadfast to the great cause of justice and humanity as represented by the organized labor movement, but to organize the unorganized workers of every trade and calling. There is no class of wage workers so highly situated but that it would be aided by organization. There are none too low conditioned for whom the effort should not be made to bring them within the beneficent fold of unionism. All are asked and earnestly requested to help to organize—

The men employed in the iron and steel industries,

In the sugar refining industry,

In the laundering trade,

In the carriage and wagon working trade,

Those employed in the postal service,

Those employed as commercial telegraphers,

Those employed by the city or municipal departments.

Indeed, all who are yet unorganized or who are poorly organized.

Organizers, salaried or voluntary, officers and members of the labor movement of America, this circular and appeal is addressed to you, not only to your self-interest but to your higher consciousness and deeper feeling of earnest hope for a brighter and better day for all. The duty of organizing, if well carried out, will now bring its beneficent results in its wake.

For information write to the American Federation of Labor, where prompt attention, advice, and assistance will be given. Let us all put forth our level best efforts and make the year 1913 memorable as an epoch-making year for the extension, the growth, the development, and the progress and advancement in the ever onward labor movement of America. Fraternally yours,

SAM'L GOMPERS.

President, American Federation of Labor.

The First Secretary of Labor

William B. Wilson, union coal miner, former nestor of the labor group in the national House of Representatives, has been elevated to the position of Secretary of Labor in the cabinet of President Wilson. "Billy" Wilson came to Congress as one of the results of the first contest made by the American Federation of Labor to break down the hostility in the United States Congress against remedial legislation. He was elected to the Sixtieth Congress from the Fifteenth district of Pennsylvania, and re-elected to the Sixty-first and Sixty-second Congresses. In the latter Congress he was made chairman of the Committee on Labor. During his incumbency in this position his astuteness, logic, and clear exposition of labor measures resulted in favorable reports being rendered to the House on many important bills. Unlike former labor committees of the House, it became one of the active and effective ones, and every bill referred to it was given consideration.

The fact that the American Federation of Labor has been successful in its efforts in having Congress create a department of labor, designed to meet and solve the industrial problems, so far as governmental action is necessary, is cause for gratification. Added to this the appointment of "Billy" Wilson to preside over that department is indeed a happy situation. To have a representative of the wage earners at the council table of the President of the nation is an assurance that labor's contentions will receive due and proper consideration.

It is well to realize the grim facts in life and face them bravely, but a little optimism in the midst of all never hurts anyone and often helps another, of whose sorrow we may have never dreamed.

Do not scoff too quickly at your neighbor. As often under the rudest garment we find the purest heart, so also under royal apparel we often times find poverty of spirit.

News Notes from Local Unions

Toledo, Ohio.—Carpenters, stay away from Toledo. Pay no attention to advertisements for carpenters wanted here, as we have more than half our men walking the streets in search of work. L. U. 25.

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Tarentum, Pa.—Carpenters will please stay away from this place. We are trying to line up the contractors to favor our demands for the coming season, but will be unable to do this successfully if new men continue to pour in here. Stay away for a time, at least, and thus help L. U. 1430.

❖ ❖ ❖

Welland, Ont., Can.—The response to L. U. 969's demand for carpenters has been so great that we are now flooded with union men. There is only one job running—the new cotton mill—and as there is no work here for additional men we would advise them for a time to stay away. You can do no good to yourselves or L. U. 969 by coming here now.

❖ ❖ ❖

St. Louis, Mo.—We have now hundreds of members walking the streets, looking for jobs. There is no work in sight for them, however. If any more come here, it will only cause additional hardship for them and for those already here. We have not yet recovered from the effects of our strike of 1911 and would request traveling brothers to stay away from St. Louis for the present.

❖ ❖ ❖

Rock Island, Ill.—We are making an effort at the present time to obtain an increase in wages. The contractors have refused to grant our request for the new scale, and it looks as though we will have trouble here about May 1. We would therefore ask all traveling brothers to stay away from this vicinity until the present difficulty is settled. The painters have but lately received an increase and we feel that we are accordingly entitled to a raise. Let transient brothers give the Tri-Cities a wide berth until our wage scale is agreed upon. Tri-City District Council.

❖ ❖ ❖

Centralia, Wash.—All brothers of the U. B., please take notice. If you are out on the Pacific coast, you will be doing your fellow workmen a favor by staying away from Centralia. Many of our members are forced to walk the streets; in fact, of our membership of forty-five, but six are working. The little work that is here is being done by laborers in concrete gangs. The foremen do not want men with any knowledge—men who know anything more than to merely turn concrete with a shovel are forced to walk the streets. We have men enough here to handle all the work that may come up this season. So please pass up all the nice things that you hear about this "garden spot" and stay away. L. U. 1701.

❖ ❖ ❖

Brantford, Ont.—L. U. 498 has been quite active during the present season in organization work, etc. A short time ago at one of our regular meetings, five new members were taken into the local. On this evening, after the usual business had been put through, an entertaining program was carried out. Several members of the local gave musical selections and a great deal of interest was taken in the splendid exhibition of wrestling given by two local lads, Sloan and Montgomery, which proved very exciting at times. The members were very much pleased with the work of the entertainment committee on this occasion. We mean to "keep things humming" here.

Information Wanted

J. P. Goodrich, who formerly belonged to L. U. 891, Hot Springs, Ark., transferring to Shreveport, La., in October, 1911, left the latter place a short time later and has not been heard from since. He is supposed to have gone to Texas. He took his little boy with him, leaving his wife alone and without funds. He is thought to be mentally unbalanced. Send any information in regard to him to P. I. Hensley, R. S., L. U. 891, Box 226, Hot Springs, Ark.

George Clapper, a union carpenter of Kenosha, Wis., left that place twelve years ago, and has not been heard from since. The accompanying picture is a

GEORGE CLAPPER.

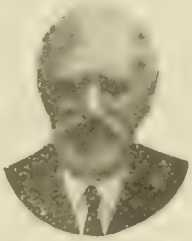
good likeness of Clapper at the time he disappeared. He was then 49 years old and weighed 170 pounds. Send any information in his regard to his daughter, Mrs. Charles Adams, North Chicago, Ill.

Louis Wilnan, a former member of L. U. 181, Chicago, Ill., transferred from that local in May, 1912, and has not been heard from since. His mother

LOUIS WILNAN.

would like to have him write to her as she has good news for him. Wilnan is 5 feet 8 inches in height, weighs about 140 pounds. He is of a dark complexion. Send any information in his regard to George Ehrlich, 1940 N. Central Park Ave., Chicago, Ill.

James Gould, of L. U. 369, North Tonawanda, N. Y., disappeared on the evening of January 19 last, and has not been heard from since. He was last seen



JAMES GOULD.

crossing the long bridge between North Tonawanda and Tonawanda at 9 o'clock. His description is as follows: Age, 69 years; height, 5 feet 9 inches; weight, 160 pounds; gray hair and beard. Send information in his regard to Mrs. Wm. Petri, Centralia, Fla., or to L. C. Newman, R. S., L. U. 369, North Tanawanda, N. Y.

J. B. Thomas, a carpenter by trade, member of L. U. 1500, and president of the Building Trades Council of Meridian, Miss., disappeared on the night

J. B. THOMAS.

of January 3 and has not been heard from since. At 11:30 that night his bloody hat, letters, papers and eyeglasses were found on the sidewalk near his home, but his body has never been discovered. From this fact it is thought he must have gone away of his own

volition. He had just begun contracting and had been very successful. His description is as follows: Age 30 years, height 5 feet 8 inches, weight 133 pounds, dark brown hair, blue eyes, always wore glasses, eyes look crossed inwardly when glasses are removed; prominent front teeth; large scar on back of head, hidden by hair. He had previously worked in New York State, in Asheville, N. C. and in Beaumont, Texas. He left a wife and two small children. Send any information in his regard to his father-in-law, L. B. Edmondson, Box 143, Meridian, Miss., or to H. H. Weir, secretary, Building Trades Council, of the same place.

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Notice

Carpenters will please stay away from Atlanta, Ga., until further notice. There are plenty of men here to do the work at this time. L. U. 253.

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Stay away from Columbus, O. at the present time. It is very dull here, though the coming season should be good. Help the members of L. U. 200 during this bad spell by staying away until further notice. L. U. 200.

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The Carpenters District Council of Augusta, Ga., requests that all traveling carpenters stay away from that place at present; there are a good many carpenters walking the streets from lack of work. Carpenters District Council of Augusta and vicinity.

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All carpenters are requested to stay away from Steubenville, Ohio, until further notice. Local Union 186 has asked for an increase in wages of 50 cents on the day, but the same has not been accepted by the contractors. Help us in this by staying away.—L. U. 186.

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Local Union 437 wishes to have all carpenters stay away from Portsmouth, Ohio, until the new trade rules become effective. There are now more union men here than can find work. With others coming in, we would have but small chance of bettering our conditions this year.

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Transient brothers will please remain away from Rock Island, Ill. and vicinity. We are at the present time demanding an increase in wages and are having some difficulties in obtaining it, all negotiations having been broken off between ourselves and the contractors. Please assist us by staying away. Tri-City District Council.

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All migrating carpenters are requested to stay away from Pittsburgh, Pa., notwithstanding newspaper reports of prosperity in this city. Such exists only in the fertile minds of some news gatherers—it certainly is not present in the carpenter trade, which has been very dull this winter. Not more than one-half of the carpenters were employed. Another reason why you should stay away is that several rules that have been dormant for some time will be enforced and a stand made for 60 cents an hour which may cause some trouble. This caution should be heeded by the membership at large.

PITTSBURGH DISTRICT COUNCIL.

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Order Badges from General Office

Local Unions and District Councils of the Brotherhood should order their banners, badges, and buttons through the General Office. Several complaints have been received at Headquarters that certain locals, who have ordered these insignia from supposedly bona fide badge and button manufacturers, have obtained neither their badges, buttons, or banners nor their money. In ordering these things through our General Office, these difficulties will be avoided.

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Union Made Furniture

The Grand Rapids District Council wishes to call the attention of our brothers to the fact that there are three small shops in that city making union furniture. These shops will make to order anything in the line of furniture, with the label attached, banner cases,

writing tables, desks, etc. The men who have these shops, are all members of the union, and are trying to make a success. The Manufacturers' Association has no use for the active members in the union and, although these men are good workmen, they received but few calls for labeled goods. Anyone desiring further information on this matter should write to Garrit Verburg, D. C. Organizer, 7 Oak street, Grand Rapids, Mich.

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In Appreciation of Bro. Huber's Work

The following resolutions were adopted last month by Local Union 107 of Pensacola, Fla.:

"We, your committee on resolutions, in accordance with the purpose of duty, beg leave to report as follows:

"That whereas, Wm. D. Huber has served as General President of the U. B. wisely and intelligently, and

"Whereas, our organization has, under his careful management, grown from about sixty-eight thousand to more than two hundred thousand members in good standing, much of this and other great achievements being the results of his untiring efforts; therefore, be it

"Resolved, That Local No. 107 extend to our retiring President, Wm. D. Huber, our sincere thanks, and words of appreciation for the many favors conferred by him upon the local, the countless cares shown in spreading the good work for the benefit of the craft; and, be it further

"Resolved, That we hope for him peace and happiness, and may his setting sun on this earth be beautiful and his race ended in heaven's rest; and, be it further

"Resolved, That this resolution be spread upon the minutes of this local, a copy be sent to Brother Huber, and another be published in the regular edition of The Carpenter.

"Respectfully submitted,
W. A. WATTS.
B. C. CHRISTIAN.
W. ANTHONY FRENCK.
NEWTON COLES, President.
G. W. SCOTT, Secretary.

Connecticut's Convention

The seventeenth annual convention of the Connecticut State Council was held in the city of Meriden on February 3 and 4. The delegates were welcomed to the Silver City by Mayor Donovan. President Charters, in his opening remarks, dwelt on the necessity of union men assisting the public officials in the performance of their duties. In part, he said: "Any man in public life today, whether his position is large or small, is subject to attack from the muck-raker. The habit has grown until it has crept into organizations like ours. A good union man ought to be broad in every sense. He must give and take. It is a bad rule that will not work both ways. With your employer, he must assist you and you must assist him. In municipal affairs, vote for the man, the man that will do right by you and the city he represents. You will hear some people say that union labor should take an active part in politics; but do so in a broad sense, tying up to no party but voting for the best man, and then you have done your duty to yourself, your union, and your country, and you shall have helped to make the city you live in better, because good, honest officials in return, make good cities."

The president appointed the following committees:

Audit, James Plunkett, 79; Alex. Murphy, 30; J. M. Dounn, 216. Resolutions, M. L. Kane, 115; Thomas Russell, 43; Daniel Emory, 97. Rules, H. C. Wilson, 196; Jas. J. Cooney, 1512; Harry L. Nichols, 1005. Press, Arthur C. Gardner, 757; John Anderson, 825; Fred Walker, 1119. Officers' reports, James Grierson, 137; H. J. Chillington, 210; Elmer G. Waterhouse, 952. Constitution, R. B. Hansee, 127; Wm. Hetzler, 1472. Credentials, Christopher Bishop, 920; A. Buttery, 746; Wm. Stevens, 1626.

President Charters, Secretary Chandler, and Treasurer Fagan submitted most complete reports showing the past activities and present condition of the State Council. Receipts for the year 1912 amounted to $1,033.26, while the dis-

bursements totaled $995.72, a balance of $1,604.29 being shown in the organizing fund and $960.08 in the general fund at the close of that year, or a total balance of $2,564.37. Brothers Michael J. Kelly, Stephen Charters, and James Plunkett, fraternal delegates to the 1912 New Jersey, New York, and Massachusetts State Councils, respectively, also made their reports.

The convention decided, among other things, to create a special committee to represent the council before all State labor committees, to work for the passage of labor laws in conjunction with other trades. It was also recommended that the American flag be displayed in every meeting of the locals as an evidence of loyalty to our country. The Local Unions were urged to organize ladies' auxiliaries. The Executive Board was instructed to find out all that they could about the employment of prisoners, the restricting of the output of prison-made goods, etc.

The following officers were elected for the coming year: President, Stephen Charters; first vice-president, M. J. Kelly; second vice-president, E. Elmendorf; secretary, George Chandler; treasurer, Philip J. Fagan. John F. Cosgrove was present at the convention as fraternal delegate from New Jersey, Thomas F. Purcell represented New York, and T. Flannagan was the delegate from the Connecticut State Federation. Telegrams were received from General President Kirby, General Secretary Duffy, and T. M. Guerin of the General Executive Board.

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Late Happenings in the World of Labor

The American Federation of Labor for the first five months of the present fiscal year, October to February, shows an increase in membership of 172,527. This makes the grand average paid membership total 1,947,287. The organizing campaign of the A. F. of L. is adding members and it is confidently expected that the prediction made last fall that a prodigious growth would be made in the coming year will be realized.

The big clothing strike in the men's garment industry, which involved practically 110,000 men and women and which was inaugurated on December 30, 1912, was brought to a close by a settlement on February 28. A material advance in wages and a reduction in hours were granted to the workers. Eight manufacturers' associations, comprising over nine hundred firms, are parties to the agreement.

The sundry civil bill, which passed both houses in the closing hours of the Sixty-second Congress, was vetoed by President Taft. The reason for the veto was the amendment which had been inserted requiring that the $300,000 appropriated to prosecute illegal combinations under the Sherman anti-trust law was not to be used in prosecuting labor or farmers' unions. The House passed the bill over the President's veto, but the Senate refused to take similar action. Congressman Victor Berger voted to sustain the President and against the labor unions.

Over 200 delegates were in attendance at the annual conference of the national child labor committee, which opened March 13, in Jacksonville, Fla. Among those present were Dr. Felix Adler, Mrs. Florence E. Kelly, and Frank Tucker, president of the National Conference of Charities and Corrections.

Charles P. Neill, commissioner of labor, is being opposed for re-appointment to that position by certain Senators from the South, who claim his report on the condition of women and child workers in the Southern States was exaggerated.

The mothers' pension bill, providing for a minimum pension of $10 a month for mothers having one child dependent upon them for support, and $7 a month for each additional child, has been passed by the Utah legislature.

The fur workers of New York City are to attempt the establishment of an international union. A call will soon be

(Continued on Page 45.)

Trade Notes

Movements for Better Conditions

Local Union 44, Champaign and Urbana, Ill.—We are asking for an increase of 5 cents per hour, to take effect April 1. Trade has been good here and we believe we will have but little trouble in obtaining our demand.

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District Council, Northern Massachusetts—We are asking for an increase in wages from $3.28 to $3.50 per day. Trade has been very good here during the past season, but few men being idle. Our new scale should go into effect on May 15.

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Local Union 1671, Boston, Mass.—This local, composed of ship carpenters, is asking for an increase in wages from $3.50 to $4.00 per day, this scale to go into effect May 1. Our prospects are fairly good, though we expect some trouble.

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Local Union 1591, Plymouth, Mass.—We are asking for a forty-four-hour week this year, instead of our present week of forty-eight hours, with the same wages per week as we receive for the latter. We anticipate no trouble in this matter.

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Local Union 133, Terre Haute, Ind.—Our scale for the new year, to take effect May 1, calls for an increase to 50 cents per hour. Our present rate is 40 cents per hour for an eight-hour day. There is some likelihood of a strike, though conditions seem very favorable.

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Local Union 215, Lafayette, Ind.—This local adopted a resolution to raise our minimum wage from 40 cents per hour to 45 cents, same to take effect on the first Monday in April. We have good prospects for obtaining our demand. There is small likelihood of a strike.

Local Union 1204, New Waterford, C. B., Can.—We have instituted a movement for better conditions raising our wages from $2.50 to $3.00 per day for a nine-hour day. The prospects for obtaining our demand are bright, and there is very little likelihood of a strike. Trade has been fair.

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Local Union 335, Grand Rapids, Mich.—At a recent meeting of this local it was decided that we demand an eight-hour day and 45 cents per hour, to take effect May 1. Our present scale is 40 cents per hour. There is some likelihood of a strike, though we expect in the end to obtain the demands.

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Local Union 657, Sheboygan, Wis.—We have submitted a new agreement to the contractors for the coming season, calling for a seven-hour day instead of eight from November 1 to March 1 of each year. Our old agreement expires on May 1. We do not expect any trouble in obtaining our demand.

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Local Union 274, Vincennes, Ind.—We are demanding an increase of 5 cents per hour and a reduction of hours from nine to eight. Trade has been fair here the past season, but the outlook for obtaining our demand, at least for the eight-hour day, is not very bright. It is also uncertain as to the likelihood of a strike.

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Local Union 926, Beloit, Wis.—At our regular meeting on February 6, the local decided to adopt the following wage scale: 45 cents per hour for a nine-hour day and union shop from June 1. This new scale was endorsed by the Rock River District Council. Our prospects for obtaining our demands are fair.

Local Union 1062, Santa Barbara, Cal.—Our local has taken action to raise our scale of wages from $3.50 per day to $4.00, for an eight-hour day. The condition of the trade here has been fair, about the same as last year. The outlook, however, is good. There is no likelihood of a strike.

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Local Union 100, Muskegon, Mich.—This local has raised the scale for 1913 from 37½ cents per hour to 40 cents, the vote on the matter being unanimous. The new rate should take effect May 1. Our prospects for obtaining this increase are fair. There is some small likelihood of a strike as a last resort.

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Local Union 171, Youngstown, O.—At a called meeting on January 15, the members of our local voted for an increase in wages from $3.50 to $4.00 per day, to take effect on May 1. Good conditions exist in the carpenter trade here at the present, and our prospects for obtaining the demand are promising.

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Local Union 523, Keokuk, Ia.—At the quarterly meeting of this local, a motion was made and carried to demand an increase in wages from 40 cents to 50 cents an hour. Trade conditions in Keokuk were good the past season and our prospects for getting the advance are fair. There is some likelihood of a strike, however.

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Local Union 269, Danville, Ill.—Our new scale to take effect April 1, calls for 50 cents per hour for an eight-hour day. Our present rate is 40 cents per hour. The trade has been in good condition during the past season, and the outlook is most promising. We anticipate no strike or trouble of any other kind.

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Local Union 1124, Newton, N. Y.—Trade being good here at present, we have decided to make the following demands: Increase of wages from 33 1-3 cents per hour to 36 cents; Saturday half-holiday; time and a half for overtime, this to take effect April 1. We have bright prospects for obtaining these demands.

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Local Union 492, Reading, Pa.—We have decided to make a demand for a minimum scale of 40 cents per hour, instead of 45 cents, as first demanded. Our present rate is 35 cents per hour for a nine-hour day. We are asking for a reduction of hours to eight per day. We have very good prospects of obtaining this demand.

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Local Union 1313, Mason City, Ia.—This local has voted to increase its minimum wage from 40 cents to 45 cents per hour, the change to take effect April 1. There are not many men idle in Mason City, and our prospects are fair for obtaining the demand. We may have to resort to a strike as a final measure to secure the increase.

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District Council, Newton, Mass.—We are to make an effort to advance our wage scale from 50 cents to 55 cents per hour, to take effect May 1. We feel that we are to have no trouble as we are almost 100 per cent. organized and have had no friction in the last seven years. Trade here has been about the same as last season.

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Local Union 116, Bay City, Mich.—At a special meeting on January 6, it was unanimously decided to ask for a raise of 5 cents per hour in wages and a reduction in hours from forty-eight to forty-four per week. Our present wage scale is 40 cents per hour. There are no men idle here, and we have good prospects of obtaining our demands.

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Local Union 600, Saranac Lake, N. Y.—This local has decided to make a demand for an eight-hour day, the union shop, and a minimum rate of wages of $3.00 per day for journeymen and $2.25 for apprentices. Trade has only been fair here this past season, but not many men are now idle. Our prospects for obtaining the demands are fairly good.

Local Union 1132, Alpena, Mich.—We are asking for a minimum rate of 35 cents per hour after April 1. Our present scale is 30 cents per hour, but we have no agreement with the contractors. Trade has been about the same as in the last few past seasons. There is no likelihood of a strike, and the prospects for obtaining our demands are very good.

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Local Union 711, Mt. Carmel, Pa.—We are demanding a general increase in wages of 10 per cent. for all carpenters and all apprentices. Our present rate is $2.75 for a nine-hour day for journeymen. Trade has been good here the past season, and our prospects for obtaining the demand are quite favorable. There is no likelihood of a strike.

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Local Union 1363, Brownwood, Texas —This local has decided to make a demand for an increase in wages from 33 1-3 cents to 40 cents per hour and also for a reduction of hours from nine to eight per day. Trade is dull in Brownwood at the present, but the outlook for the coming season is very promising. The new scale should take effect on March 1.

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Local Union 1143, La Crosse, Wis.—The minimum scale of wages for this place for the new year, according to the agreement submitted to the contractors and builders by this local, is to be 40 cents per hour instead of our present rate of 37½ cents. Our present agreement expires on May 1. Our prospects for obtaining the demand are very good. There is no likelihood of a strike.

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Local Union 978, Springfield, Mo.—Our scale for the new year, to take effect May 1, calls for a wage of 45 cents per hour for an eight-hour day. Our present rate is 37½ cents per hour. The outlook is good for the coming season, and we regard our prospects for obtaining the increase as good. We do not think a strike to be likely. Our vote on the proposed raise was unanimous.

Local Union 1080, South Haven, Mich. —At a called meeting of this local on February 4, we voted unanimously to raise the scale of wages from 30 and 35 cents to 40 cents per hour and to reduce the hours of work from nine to eight per day, such changes to take effect April 1. Conditions in the trade here are good, as usual. We know of no reason why we should not gain the increase.

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District Council, Indianapolis, Ind.—The mill men of this city are asking for an increase in wages from 30 cents per hour, their present scale, to 35 cents per hour for 1913-14, and 40 cents per hour for 1914-15. They are also demanding the Saturday half holiday. The prospects for obtaining these demands are not very promising at present and there is some likelihood of a strike.

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Local Union 83, Halifax, N. S., Can. —We are asking an advance in wages, to take effect on April 1. Our present rate is 32 cents per hour, which we desire to raise to 40 cents. The trade is in good, steady condition in this place and the prospects for the coming season are very bright. We have had more work than last season, and no men are now idle. There is no likelihood of a strike.

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Local Union 187, Geneva, N. Y.—At a regular meeting of this local, it was unanimously voted to raise our scale of wages from 37½ cents per hour to 45 cents. It has been seven years since we obtained our last raise in wages and we have not been unreasonable with our contractors. But the building trade contractors have formed a Building Trades Association, and we expect that they will oppose our demands.

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Local Union 115, Bridgeport, Conn.—This local is asking for an advance in wages to 50 cents per hour on and after May 1. We have fair prospects of receiving same, as nearly all the contrac-

tors verbally agreed to grant the increase when our committee waited upon them and large firms from other cities have notified us by letter of their willingness. Our present rate is $3.50 for an eight-hour day.

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District Council, Portland, Ore.—We have set on foot a movement for an increase of wages from $4.00 to $4.50 per day for an eight-hour day, same to go into effect May 1. Trade has been in fair condition here the past year. Our prospects for obtaining our demand seem good, although we are not very thoroughly organized, particularly in the residence building branch of our trade. There is some possibility of a strike.

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District Council, Indianapolis, Ind.—The hardwood floor layers, who have but recently organized a local here, are asking for an increase in wages and for the Saturday half holiday, beginning with May 1. The increase is from 40 cents per hour to 50 cents. The prospects for obtaining this demand are good and there is no likelihood of a strike. All the workmen in this particular branch of the trade in this city are union men.

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Local Union 1023, Alliance, Ohio—We are making a demand for a minimum wage of 40 cents per hour, to go into effect May 1. Our present rate is 33 1-3 cents per hour. The contractors have proposed to grant us 37 cents and declare they will give no more. As we intend to hold fast to our demand, there is some likelihood of a strike. Trade has been good here all along, and we believe we will come out successfully with the minimum that we desire.

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District Council, Indianapolis, Ind.—A movement has been set on foot here for an increase in wages for outside men, to take effect on the 1st of May. Our present agreement expires at that time and we are now asking for a new agreement, covering two years, under which we will receive 50 cents per hour during 1913-14 and 55 cents per hour during 1914-15. Our present rate is 45 cents per hour. Our prospects for obtaining our demand are good.

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Local Union 1588, Sydney, N. S., Can.—At our regular meeting of January 6, we decided as to our trade movement for 1913. We propose an increase of wages for outside men from $3.00 to $3.30 for nine hours, and a reduction of the hours of the factory workers from ten to nine per day, without any reduction in pay. We are progressing nicely, with good attendance at the meetings and a healthy sentiment among our members. Trade is in good condition in Sydney. There is no likelihood of a strike.

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Successful Trade Movements

Quincy, Ill.—Another of the mills of Quincy, whose employes had been on strike, has capitulated and come to terms. On Saturday, March 1, the Huck Manufacturing Company, through its proprietor, Oscar P. Huck, signed an agreement with L. U. 1366, through President Steinkamp, Secretary Schultze, and General Organizer Geo. H. Lakey, by which a minimum wage of 27½ cents an hour is established, together with a nine-hour day. Time and a half is, of course, charged for overtime. The number of apprentices to be allowed shall be one for the shop and one for each eight journeymen benchmen, with the same rate also for machine men. Each apprentice shall serve a term of three years. This agreement will become fully effective October 1, 1913, and will remain in force until October 1, 1914. A tentative agreement to govern the parties until October 1 provides that all the imported men are to be discharged within ten days and union men put back as fast as business will permit. As this agreement calls for the same working conditions and wages as the permanent agreement, these shall practically be in effect for nineteen months. Father Foley, of Quincy, did

much to bring about the agreement and was fair to both sides. Brother Lakey, District Organizer Carlson, and Brother C. S. Langdon, L. U. 1366's business agent, conducted the negotiations for the millmen. It is expected that in a short time the two remaining mills which are still holding out will follow Huck's example and grant the men's demands.

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Honolulu, Hawaii—In December, at a regular meeting of L. U. 745, it was decided that all union carpenters here should receive $4.50 per day from January 1. A committee of three notified all the contractors of the above. But one reply was received directly and that was favorable to the new scale. All of the contractors, however, instituted the higher rate for union men, as we had desired, and thus our demand has been granted. We are now working at $4.50 per day of eight and a half hours.

Late Happenings in the World of Labor

(Continued from Page 40.)

issued for a convention to draft a constitution and elect a corps of officers.

The puddlers and finishers connected with the Amalgamated Association of Iron, Steel, and Tin Workers, for the third time during the current fiscal year have had their wages raised through sliding scale settlements, which take place every sixty days.

The strike of the Akron rubber workers still continues and organizers of the American Federation of Labor have been successful in organizing a large number of these men and daily accessions to membership are coming in. The demand of the rubber workers is for approximately a 20 per cent. increase and an adjustment of working conditions.

At the recent convention of the International Association of Bridge and Structural Iron Workers the following officers were elected to conduct the affairs of the organization: Frank Ryan, president; James McClory, first vice-president; P. J. Moran, second vice-president; Harry Jones, secretary-treasurer; executive board, O'Shea, Johnson, Kinney and Vaughan. These officers will remain in charg until next September.

President John Golden, of the textile workers, reports that his organization has made substantial gains during the first months of the present year. In several places, increases in wages have been obtained.

During the month of January, 46,441 alien immigrants were admitted to the ports of the United States. Of these 7,033 were Hebrews, 6,688 Poles, and 5,571 south Italians. Seven hundred and seventy-one were carpenters and joiners by trade.

Be Patient

When life is a bother
And the world's all awry
With the times abnormal
And the prices too high,
Be patient.
Don't give up discouraged—
Needn't worry one bit;
Don't sigh for blue blazes
Or the bottomless pit—
Be patient.

You can't change the program
With a blessing or curse,
Although disappointing,
Still, we might make it worse—
Be patient.
To fret and to worry,
Like advice, is in vain,
But just to give comfort
I will whisper again,
Be patient.

Don't pine for great riches,
And don't envy John D.;
That won't help conditions
For the poor—you and me!
Be patient.
To work is our portion,
To grumble's no good;
There's hope for the masses
In the trades' brotherhood.
Be patient.

—MARGARET SCOTT HALL.

Organization is going on unceasingly in every field and department of human activity. It is the watchword of the age. Should the wage worker be behind the rest when organization is more essential and necessary to his welfare than to that of any other?

Craft Problems

The Carpenter in the Kitchen

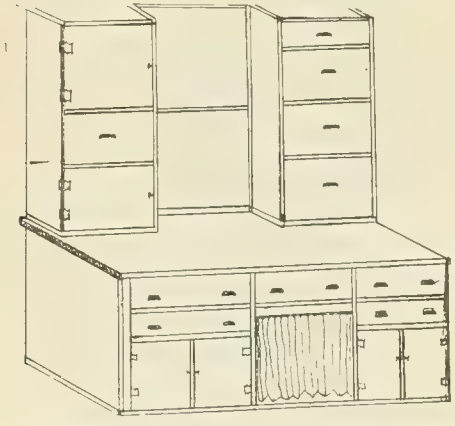
(By John Upton.)

No, I do not mean doing housework, but rather fitting up the kitchen so that the housewife may do her own work and then have some time left.

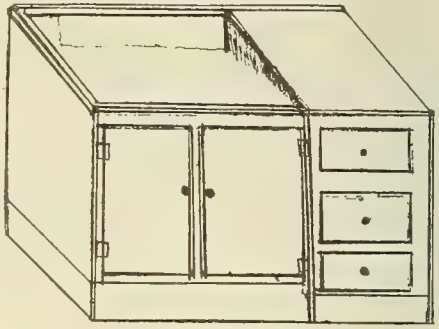
You may want to make some changes and improvements in your own kitchen or you need to help some one else plan theirs. Here are a few suggestions:

Nearly all of us have a window in the kitchen which would give us nice pure air if opened, as well as a pleasant view. On both sides of this window and in front of it you try building a sort of kitchen cabinet having the table top come just below the window sill. Then have shelves and drawers on each side of the window. Make the table top covered with zinc if possible, and have it good and wide. You will find this as good as a whole pantry for keeping things in.

Next a sink is very useful in the

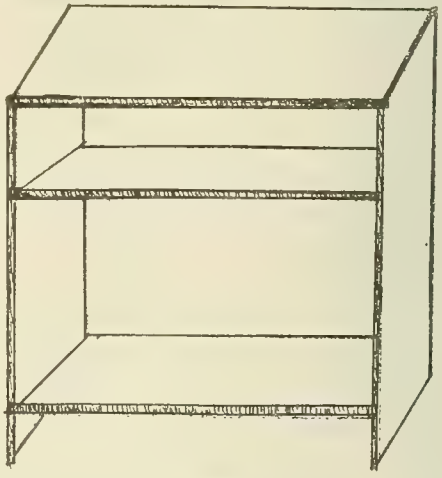


kitchen. If desired, one can have a lining of galvanized iron and thus take the place of the regular iron sink. It can be made any size to fit in any particular place in the room, the drawers on one side as shown in the illustration. It will come in very handy for kitchen utensils. A place under the sink proper will also be found useful for storing things away.



Kitchen Sink.

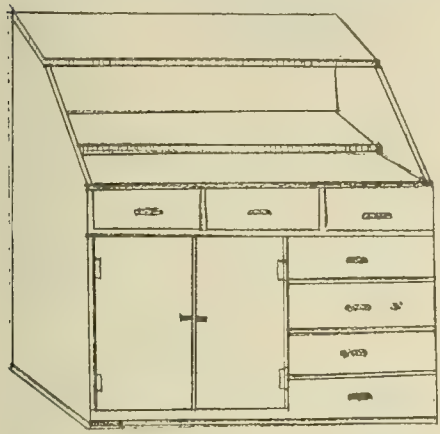
In another corner of your kitchen try a closet made from a few boards, hooks and nails. The top can be used for hats and the one at the bottom for shoes and rubbers. This is just the place for the



Clothes.

every-day coats and wraps. There must still be a few corners left in the kitchen, and you will never be sorry for making a cabinet out of a piano box,

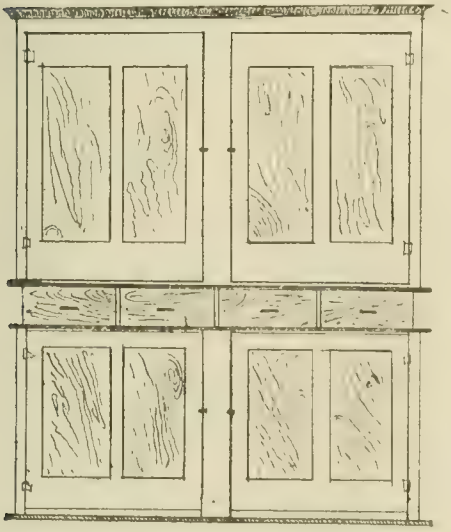
as shown in the illustration. I like two small shelves across the top. Then below these I made three small drawers, which were lined with white oilcloth.



From Piano Box.

Below these is a set of three drawers on one side and a cupboard on the other.

Just one thing more and then my story's done. I want to tell you about our big cupboard in the kitchen. This



is five and one-half feet wide, seven and one-half feet high, twenty inches deep at the bottom, and fourteen inches deep above the drawers. The lower doors are two and one-half feet high. The upper ones are four feet. They are all two feet wide. The drawers are six inches deep. The upper shelves are each one wide board. The lower shelves, the bottom, top, ends, and back are all matched lumber. The doors have two panels. Such can be purchased from any firm dealing in mill work. Between the first and second shelf in the upper part of the cupboard is a narrow shelf which is used for spice boxes. The whole structure is made for a very small sum at odd hours and, when painted, is a beauty.

Of Probable Interest to Brother Maginnis

(By T. Kelly, L. U. 240.)

Having noticed the diagrams of Brother Owen B. Maginnis in the February issue on the invention—the insertion of rollers in the sole of bench planes, I thought the following paper would interest him and some of our other brothers a little:

—Are Wood Planes Efficient? Some Experimental Data—

(By Percy J. Haler, B.Sc., A.M.I.Mech. E., A.I.E.E., and Harry T. Wright, Wh.Ex., A.R.C.Sc. Lond.)

With the object of determining the efficiency of present-day wood planes the authors have been engaged in carrying out tests, and two methods are given showing how this problem has been investigated. The work has been carried far enough to allow deductions to be made; but these experiments may lead others with more time at their disposal to carry out further tests. In dealing with the efficiency of wood planes a piece of apparatus was arranged as shown in Fig. 1. A A represent two compound lever weighing-machines each capable of weighing to 112 lb. On A A a short plank was placed, and a number of rollers were then put on this plank, and the wood to be planed, D, on the top of the rollers. The piece of wood had one end fastened to a spring balance, F, kept in a horizon-

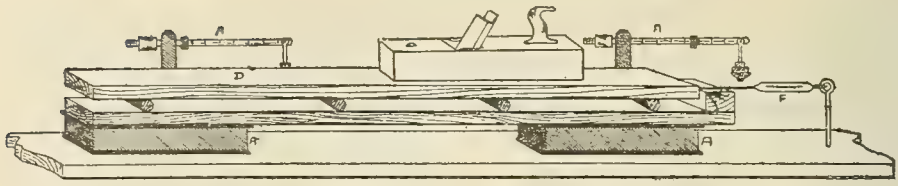


Fig. 1.

tal position, a stop being placed at the end of D to prevent it moving back. whilst planing the wood D the vertical pressure exerted was registered by the scales on A A, and the horizontal force was shown on the spring balance. On examination of one of the many results obtained, taking the case of the test on white deal, the average vertical pressure registered on A A was 23 lb., and the average horizontal force registered by F was 40 lb. At the conclusion of the test the wedge and plane-iron were knocked out, and weights were added until the plane was loaded to 23 lb. It was then found that a horizontal pull of 10 lb. was required to move the plane, making it obvious that this is the horizontal force which is required to overcome friction, whilst 30 lb. is usefully employed in cutting the wood. Under these conditions a quarter of the work expended is wasted. Another method was also tried, with the object of verifying the first. The jack plane had a carrier fitted above it, with the mouth left free, to prevent it being choked up with shavings. A long string was fastened around the plane, which ran to a pulley, and weights were placed on the end of the string. (Fig. 2.)

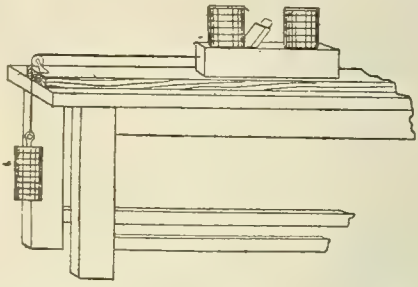
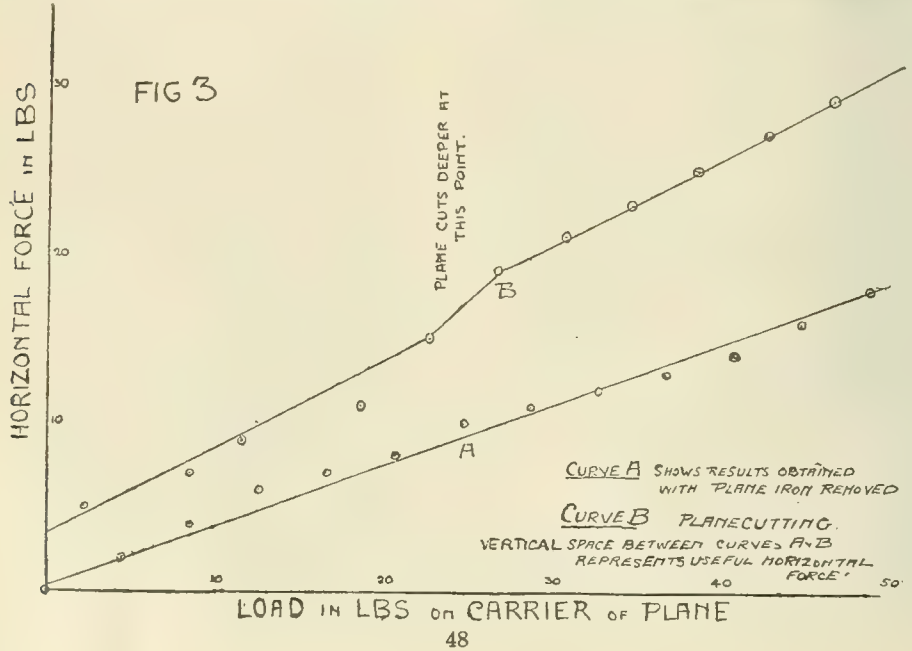


Fig. 2.

The vertical forces were registered by the weights on the carrier, whilst the



horizontal forces were shown by the weights on the string. In this case the horizontal forces were made to accelerate the plane at the same rate, each time imitating the strike of a man as nearly as possible. On studying the results obtained (Fig. 3) it will be noticed that the vertical pressure was gradually increased, and that the amount of material removed increased slightly at the same time. It was found that when cutting lightly up to 20 lbs., about half of the work done was lost, whilst at higher pressures about 60 per cent. loss was experienced. In conclusion, the experiments point to the fact that the plane is not efficient, for without having such data as is given in this paper it is obvious that a man must exert pressure to make the plane cut, and the greater the pressure the greater will be the frictional losses. In hard woods it is not possible to remove such large shavings as in soft woods, but the vertical pressure employed is correspondingly greater, therefore making the waste of energy greater. Those who use iron planes will notice that these are harder to work than wood-planes, and in working woods like pitchpine it is necessary to occasionally wipe the plane-sole upon an oiled felt pad in order to reduce the friction.

Siding a Circle Tower

(By Dwight L. Stoddard.)

Some time ago I received a letter from a brother carpenter from Brooklyn asking me to tell him the correct way to put beveled siding on a circle tower. He was very anxious to know the correct method. I suppose as I once won a prize from our late Brother McGuire and have since occasionally written by request of the General Secretary articles for The Carpenter, I must surely be able to give the correct methods of everything. Yet, as anxious as he was to know, he was not interested enough to enclose a stamp for reply. I am used to such questions, however, and there is not more than one in a hundred that ever think to send a stamp for reply, and in that way I have spent many dollars and hours of time, trying as best I could to impart the desired information, but it's a pretty hard thing to do to give the desired information in a hurried letter to one of the boys, for it's impossible for me to give the time to the subject that the subject deserves. I hope and trust the brother will see this article and, with the letter he received from me, I sincerely hope he will get the information he so much desired.

Now, the truth of the matter is, I don't remember of coming in contact with this problem since I wrote my first article for The Carpenter and that dates

A Circle Tower.

back something like twenty years ago, so I doubt if I would be the right one to give the correct method. But I remember once when I was a boy, or at least a young man, I was called on to put the siding on a very fine house, one of the finest I ever worked on in my life—and that's saying something, for like most other carpenters that have made a life work of building houses, we often work on some pretty fine houses.

This tower was at the front end of the house, as most towers are, and, therefore, the siding did not continue clear around the circle, but nevertheless the same principle was involved — it was siding around on a circle.

Now, let's look just a minute at what the act of putting on common beveled siding is any way. That's the way I looked at it with the contractor. We

realized that as the bottom lapped on to the top edge that the bottom was not only thicker and more stubborn to bend around, but also, and more important, was the fact that the bottom was bound to go around a bigger circle than the top of the siding. Note the plan of the circle tower and note the two circles, one just a bit bigger than the other. The contractor thought the only way (I expect the common way) was of getting out siding curved edge ways, so it would bend straight as it was bent around. I told him possibly that was the only

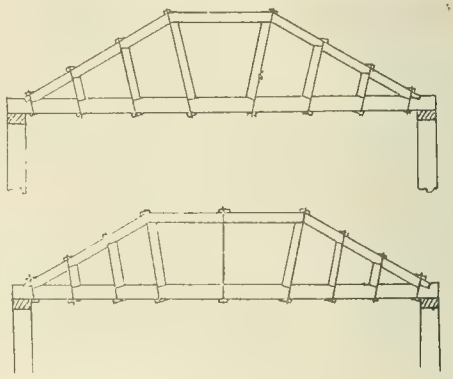
Siding.

way, but if the siding was rabbeted out on the back of the bottom so the entire back part of the siding would be against the sheathing proper, and therefore, bend around the same circle, I could not see why that would not work, as the siding was a special siding and only lay about two inches to the weather. It was impossible to bend it around and make a job without preparing it in some way, though I admit where there is only a short distance, especially on a large circle, it might be done. It was much easier to try my plan than to get out new siding specially for it, and so my plan was tried and worked to perfection, and the house was sided up that way, while I admit by looking up under the siding, the siding on the tower showed a thinner bottom than the siding on the house, for there was the difference of the rabbet. Yet the owner and contractor, as well as myself, and the architect that lived many hundreds of miles away, were perfectly satisfied with the job. I now give it to the readers, hoping that in due time many of them, as well as my Brooklyn brother, will be benefited by this information.

Two Trusses Minus King and Queen Posts

(By J. Barry, L. U. 509.)

Since the introduction of steel and iron into carpentry, the old-fashioned girders



requiring king and queen posts are out of date. The above sketch is much more simple than the old style, and equally as strong for small jobs. It is more readily constructed and cheaper for spans from 25 to 40 feet.

Prune Thou Thy Words

Prune thou thy words; the thoughts control
That o'er thee swell and throng:—
They will condense within thy soul
And change to purpose strong.

But he who lets his feelings run
In soft, luxurious flow,
Shrinks when hard service must be done
And faints at every woe.

Faith's meanest deed more favor bears,
Where hearts and wills are weighed,
Than brightest transports, choicest prayers,
Which bloom their hour and fade.

—John Henry Newman.

Für Unsere Deutschen Leser

Verhandlungen der ersten vierteljährlichen Sitzung, 1913, G. E. B.

(Fortsetzung von letzter Nummer.)

St. Paul, Minn. — Appell des Leo Kazurke von L. U. 87 von der Entscheidung des G. P., in welcher derselbe den Anspruch des Leo Kazurke für Begräbnißunkosten seiner Frau nicht billigt. Die Entscheidung des G. P. wird gutgeheißen wegen der Gründe, die er angiebt, und das Appell wird hiermit zurückgewiesen.

Salem, Ala. — Appell der L. U. 410 von der Entscheidung des G. Sch., in welcher derselbe den Anspruch des Bruders Henry Coats für Begräbnißunkosten seiner verstorbenen Frau nicht gutheißt. Dieser Fall wird an den G. Sch. zurückgewiesen für eine gründliche Untersuchung über Zeit des Eintritts und genauer Geburtstag des Bruder Coats.

13. Januar 1913.

Alle Mitglieder anwesend.

Chicago, Ill. — Ein Appell der Frau Frankowski von der Entscheidung des G. Sch. in welcher derselbe den Anspruch für Begräbnißunkostent ihres Gatten, Joe Frankowski, Mitglied von L. U. 199 Chicago, nicht gutheißt. Die Entscheidung des G. Sch. wird unterstützt wegen der Gründe, die er angiebt, und der Fall wird abgewiesen.

San Francisco, Cal. — Appell von L. U. 616 von der Entscheidung des G. Sch., in welcher derselbe den Anspruch auf Begräbnißunkosten des verstorbenen Karl Rieck, Mitglied der L. U. 616, nicht billigt. Die Entscheidung wird gutgeheißen wegen der Gründe die G. Sch. anführt, und wird somit das Appell zurückgewiesen.

Whiting, Ind. — Appell der L. U. 1636 von der Entscheidung des G. Sch., in welcher derselbe den Anspruch auf Krankenunterstützung im Falle von Lewis Force, Mitglied der L. U. 1636, zurückweist. Die Entscheidung des G. Sch. wird gutgeheißen wegen der Gründe, die er angibt, und der Fall wird abgewiesen.

Holyoke, Mass. — Der G. Sch. stellt an dem Board ein Gesuch den Anspruch zur Bezahlung der Begräbnißunkosten des Geo. Clark, früheres Mitglied der L. U. 22, welcher in San Francisco beim Erdbeben sein Leben verlor, wieder in Erwägung zu ziehen. Der Fall wurde im Januar 1912 von der Board untersucht und wurde damals die Untersuchung nicht erlaubt, auch wurde die Angelegenheit bei der General Convention in Washington, D. C., besprochen und auch dort nichts erlaubt. Da seither uns im Falle keine weiteren Umstände bekannt geworden sind, werden die Papiere verwehrt.

Quincy, Ill. — Der G. P. legte dem Board Bericht des Deputy vor, der von demselben am 7. Januar autorisiert war, nach Quincy, Ill., zu gehen um die Zustände zu untersuchen, weil man von dort um finanzielle Unterstützung gebeten hatte. Der Board erlaubt $850.00 zur Unterstützung der Arbeiter am Streik.

14. Januar 1913.

Alle Mitglieder anwesend.

Niagara Falls, N. Y. — Ein Schreiben von L. U. 322 sich beziehend auf eine Entscheidung des Board am 1. Oktober 1912 im Falle von J. H. Kew vs. Niagara County D. C., mit der Bitte, daß die D. C. aufgelöst und neu organisiert werde. Die ganze Angelegenheit wird dem neuen G. P. übergeben.

Der Bericht der Delegaten zur 32jährlichen Versammlung der A. F. of L. wurde verlesen, und alles was sich in demselben zum Besten unseres Vereins in Sachen von Autorität bezieht, wird den neuen Beamten übergeben.

Der Bericht der Delegaten zur Building Trades Department der A. F. of L. wurde verlesen und aufgehoben.

Montgomery Co., Pa.—Ein finanzieller Bericht wurde von der D. C. vorgelegt, über eine Geldbewilligung von dem Board, gemacht zwecks Organisation und Unkosten derselben. Der G. S. wird beauftragt, die D. C. zu benachrichtigen, daß man Quittungen von den Männern fordern, denen Geld ausbezahlt wurde, und daß man dieselben dem G. C. zuschickt.

Springfield, Ill. — Ausführlicher Bericht erhalten von L. U. 16 über Auslagen von der Bewilligung, die gemacht wurde zur Unterstützung der Arbeiter an einer Streik. Durchgesehen und beiseite gelegt.

Youngstown, O. — Theilweiser Bericht erhalten von L. U. 171 von einer Geldbewilligung von dem Board gemacht zwecks Organisationsunkosten. Der G. S. wird L. U. 171 benachrichtigen, daß die Behörde aus dieser Bewilligung nichts erlaubt für Erfrischungen, Cigarren und Musik. Die Bitte für weitere Appropriation wird abgewiesen.

15. Januar 1913

Alle Mitglieder anwesend.

New Castle, Pa. — Eine Anfrage von

L. U. 206 für Geldbewilligung zwecks Organisation und für einen Organisator, wurde verlesen. Das Gesuch um Geldbewilligung wurde nicht bewilligt. Die Anfrage für einen Organisator wurde an den G. P. übergeben.

New Rochelle, N. Y. — Schreiben vom D. C. sich beziehend auf Zustände in den Hubble Shops und in der D. C.-Handlung in diesem Falle aufgeschoben, bis eine Untersuchung vom G. P. gemacht worden ist.

New York City. — Schreiben von den Vereinigten Garment Workers in welchem um Erlaubniß geboten wird, Briefe an die Lokal Unions zu schicken und dieselben um Unterstützung zu bitten, damit die Garment Workers im Stande sein werden mehr Lohn und weniger Stunden zu bekommen. Die Bitte wird abgelehnt.

Resolution Nr. 52 der Convention vorgelegt, von 20 Delegaten unterschrieben, in welcher um eine Unterstützung gebeten wird, zur Organsierung im Central Mississippi Thal. Diese Resolution war schon dem Komitee für Resolutionen vorgelegt worden; dieses Komitee empfiehlt, daß der G. E. B. und Hauptbeamten sich über die Sache erkundigen, und im Falle die Aussagen der Delegaten korrekt befunden würden, sollte eine Bewilligung von $1,000.00 gemacht werden.

Diese Angelegenheit wurde am 1. Oktober von dem Board besprochen, und von demselben den Mitgliedern des Board des 3. und 5. Distrikts überwiesen. Der G. P., G. S. und G. Sch. sollen eine Untersuchung anstellen und einen Bericht an die Board machen. Da noch kein Bericht über die Sache eingelaufen ist, wird die Angelegenheit der neuen Beamten (G. E. B., G. P., G. S. und G. Sch.) übergeben.

Die Prüfung und Durchsicht der Bücher der G. O. für die letzten sechs Monate von 1912, wurde jetzt aufgenommen.

16. Januar 1913.

Alle Mitglieder anwesend.

Prüfung und Durchsicht der Bücher wird fortgesetzt.

17. Januar 1913.

Alle Mitglieder anwesend.

Prüfung und Durchsicht der Bücher fortgesetzt.

18. Januar 1913.

Alle Mitglieder anwesend.

Fortsetzung der Prüfung und Durchsicht der Bücher.

20. Januar 1912.

Alle Mitglieder anwesend.

Prüfung und Durchsicht der Bücher fortgesetzt.

21. Januar 1913.

Alle Mitglieder anwesend.

Prüfung und Durchsicht der Bücher und Rechnungen fortgesetzt.

22. Januar 1913.

Alle Mitglieder anwesend.

Prüfung und Durchsicht der Bücher und Rechnungen fortgesetzt.

23. Januar 1913.

Alle Mitglieder anwesend, ausgenommen Potts, welcher in Geschäften abwesend war.

Prüfung und Durchsicht der Bücher und Rechnungen fortgesetzt.

24. Januar 1913.

Alle Mitglieder anwesend.

Die Untersuchung der Bücher und Rechnungen fortgesetzt.

Quincy, Ill. — Schreiben von L. U. 1366 in Bezug auf Fortschritt und Zustände der Gewerksforderung. Die Board bewilligt $185.00 zur Unterstützung der Arbeiter am Streik.

25. Januar 1913.

Alle Mitglieder anwesend.

Die Untersuchung der Bücher und Rechnungen fortgesetzt.

27. Januar 1913.

Alle Mitglieder anwesend.

Die Untersuchung der Bücher und Rechnungen fortgesetzt.

Am 24. Juli 1912 wurde ein Schreiben der früheren L. U. 1787 von Newark, N. J., vom G. S. der Board vorgelegt in welchem die G. E. B. gebeten wird eine Untersuchung anzustellen weßhalb L. U. 1787 suspendiert wurde. Nach längerer Debatte, in welcher der G. P. theilnahm, beschloß die Board, daß der G. P. persönlich nach Newark gehen soll und daselbst eine gründliche Untersuchung der Sache vornehmen soll von A bis Z, und seine Erfahrungen der Board vorlegen soll bei ihrer nächsten Versammlung. Bis Dato hat die Board vom G. P. über diesem Fall noch keine Auskunft, da am 24. ein Gesuch für solche Auskunft gemacht worden war, und der Board wurde mitgetheilt, daß kein Bericht eingelaufen war, und daß der G. P. immer noch auf Auskunft von Newark warte. Die ganze Angelegenheit wird aufgeschoben bis Weiteres bekannt ist.

Gary, Ind. — Theilweiser Bericht von der Lake County D. C. von einer Geldbewilligung, die im Oktober 1911 von der Board für Organisationszwecke gemacht wurde. Der G. S. wird autorisiert, die D. C. zu benachrichtigen an diese Office ein ausführlicherer Bericht mit receipted bills einzuschicken, wie es seiner Zeit im Briefe, welcher mit der Geldbewilligung beigelegt war, bestimmt war.

Los Angeles, Cal. — Theilweiser Bericht von der D. C. von einer Geldbewilligung welche von der Board für Organisationszwecke gemacht wurde. Der G. S. wird die D. C. benachrichtigen, Quittungen für die von der Appropriation ausgegebenen Gelder zu verlangen, und dieselben an diese Office einzuschicken.

Akron, O. — Theilweiser Bericht erhal-

ten von L. U. 84 von einer Geldbewilligung von der Board für Organisationszwecke gemacht.

Birmingham, Ala. — Vollständiger Bericht erhalten von der D. C. von einer Geldbewilligung von der Board im April 1912 für Organisationszwecke gemacht.

Fort William, Ont, Can. — Schreiben erhalten von L. U. 1498 wegen einer Appropriation von der Board im Jahre 1910 für Organisationszwecke gemacht. Der G. S. wird diese L. U. benachrichtigen, einen ausführlicheren Bericht mit beigelegten Quittungen einzuschicken.

Indianapolis, Ind. — Vollständiger Bericht vom D. C. erhalten über eine Bewilligung von der Board gemacht im Falle von Meadows und Kline.

San Francisco, Cal. — Die Angelegenheit vom Theilbericht der Bay Counties D. C. für Gelder von der Board im Oktober 1911 bewilligt zur Unterstützung von Streikern wurde wieder besprochen. Diese Sache war schon zweimal vor die Board gekommen, und der D. C. wurde beauftragt, den Rest des Geldes, $238.00, an diese Office zurückzuschicken. Da die D. C. bis jetzt diesem Verlangen noch nicht nachgekommen ist, wird der G. S. die D. C. wieder benachrichtigen den Betrag zum G. O. zu senden.

Saginaw, Mich. — Der theilweise Bericht von der Tri-County D. C. von Bewilligung im Februar 1911 von der Board für Organisationszwecke gemacht, wurde wieder besprochen. Dieser Bericht wurde in der Versammlung am 2. August 1912 von der Board besprochen, und wurde der D. C. damals autorisiert zu dieser Office den Rest des Geldes ($227.39) einzuschicken. Der D. C. dem Verlangen nicht nachgekommen, ist wird G. S. den D. C. wieder benachrichtigen sofort den Betrag an den G. O. zu senden.

28. Januar 1913.

Alle Mitglieder zugegen.

Prüfung und Durchsicht der Bücher und Rechnungen fortgesetzt.

Bei einer Untersuchung der Rechnungen fand die Board, daß die verschiedenen Komitees sich für eine längere Zeit als die Constitution es erlaubt hatten bezahlen lassen, und auch für diese Zeit Hotel Bills, und sonstige Auslagen mit eingerechnet hatten. Die Board entscheidet, daß dem Constitutions Komitee für fünf Tage seine Auslagen erlaubt werden, und dem Finanzkomitee für 10 Tage die Auslagen bestritten werden. Der G. S. wird die verschiedenen Mitglieder der Komitees benachrichtigen, zu dieser Office das Geld wieder zurückzuschicken zu welchem sie gesetzlich nicht berechtigt sind.

Resolution Nr. 60 der Convention zu Washington, D. C., vorgelegt, in welcher eine Geldbewilligung verlangt wird zur Organisierung der Mühlen und Shops in Chicago. Diese Resolution war im Oktober 1912 der Board vorgelegt worden und wurde damals auf den Tisch gelegt bis weitere Auskunft an Hand sei. Die Bitte wird abgelehnt.

Indianapolis, Ind.—Ein Schreiben von H. R. Kline, bezugnehmend auf Unterstützung die ihm von der Board zugesprochen wurde um Vertheidigungsunkosten zu decken im Falle von U. S. vs. H. R. Kline, wurde verlesen und beiseite gelegt.

Syracuse, N. Y. — Anfrage vom D. C. um Erlaubniß und finanzielle Unterstützung in einer Trade Movement und um Erhöhung des Lohnes von 45 zu 50 Cents pro Stunde am 1. Mai 1913 in Kraft zu treten. Die Erlaubniß wird ertheilt, doch wird die Unterstützung noch nicht erlaubt, doch Sekt. 151 G. C., bis Berichte von dort erst beim G. O. einlaufen.

Montreal, Can. — Appell der L. U. Nr. 134 von der Entscheidung des G. S., welcher das Recht zur Unterstützung des Panthaleon Dellaire zurückweist. Die Entscheidung des G. S. wurde am 23. Juli 1909 gegeben, und da seit dieser Entscheidung bereits mehr als drei Jahre verstrichen sind, wird das Appell abgewiesen und die Papiere verwahrt.

Bloomington, Ill. — Ein Schreiben von L. U. Nr. 63 um Erlaubniß und finanzielle Unterstützung bei einer Trade Movement zum Zwecke von Lohnerhöhung von 45 zu 50 Cents pro Stunde für Arbeiter die im Freien schaffen, und eine Lohnerhöhung für Fabrikarbeiter. Die Erlaubniß wird ertheilt; die finanzielle Unterstützung später, nach Sekt. 151 G. C., sobald Auskunft von Nr. 63 folgt.

Chesterton, Ind. — Anfrage von L. U. Nr. 113 (von Lake Co. D. C. gutgeheißen) um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnserhöhung am 1. April ertheilt; die finanzielle Unterstützung wird später besprochen, nach Sekt. 151 G. C., und sobald Berichte von dort hier einlaufen.

Ft. Wayne, Ind. — Anfrage von L. U. Nr. 232 um Erlaubniß und finanzielle Unterstützung in einer Trade Movement zwecks Lohnerhöhung von 40 zu 45 Cents pro Stunde und ein halber Feiertag am Samstag, am 1. Mai 1913 in Kraft zu treten. Erlaubniß ertheilt; die finanzielle Unterstützung wird von der Board später besprochen, nach Sekt. 151 G. C. und sobald Berichte von dort hier einlaufen.

Roselle, N. J. — Anfrage von L. U. Nr. 330 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von $3.75 zu $4.00 pro Tag, dieselbe am 1. April 1913 in Kraft zu treten. Erlaubniß ertheilt; finanzielle Unterstützung wird später von der Board besprochen werden, sobald Bericht von dort hier einlaufen.

Reading, Pa. — Anfrage von L. U. Nr. 492 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung am 1. Mai 1913 in Kraft zu treten. Erlaubniß nicht ertheilt, da die Mitglieder nicht genügendes Interesse nehmen, da blos 17 Prozent derselben den Versammlungn der L. U. beiwohnen und nur so viele über obigen Punkt stimmten.

Tipton, Ind. — Anfrage von L. U. No. 358 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 35 zu 37½ Cents pro Stunde, am 1. April 1913 in Kraft zu treten. Erlaubniß ertheilt; finanzielle Unterstützung wird von der Board später besprochen, nach Sekt. 151, sobald von dort Berichte hier einlaufen.

Auburn, N. Y. — Anfrage von L. U. Nr. 453 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zur Erhöhung des Lohnes von 41 zu 45 Cents pro Stunde, am 1. Mai 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung später, nach Sekt. 151 G. C., sobald von Nr. 453 Berichte eingelaufen sind.

Ithaca, N. Y. — Bittschreiben von L. U. Nr. 603 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zur Erhöhung des Lohnes von 37½ zu 45 Cents pro Stunde, am 1. April 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung von der Board wird später besprochen, sobald Berichte von L. U. Nr. 603 hier eingelaufen sind.

29. Januar 1913.

Alle Mitglieder zugegen.

Waco, Texas. — Anfrage von L. U. Nr. 622 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zur Erhöhung des Lohnes von 45 zu 50 Cents pro Stunde, am 1. März 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung wird von der Board erst später besprochen, nach Sekt. 151 G. C., und sobald Berichte von Nr. 622 hier eingehen.

Pontiac, Ill. — Bittschrift von L. U. Nr. 728 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zur Erhöhung des Lohnes, am 1. Januar 1913 in Kraft zu treten. Da die Zeit zu welcher dieser Anspruch in Effekt gehen soll, schon vorüber ist, wird die Angelegenheit fallen gelassen, und die Papiere verwahrt.

Watsonville, Cal. — Schreiben von L. U. Nr. 771 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 46¼ zu 50 Cents pro Stunde, am 1. Mai 1913 in Effekt zu gehen. Erlaubniß ertheilt. Finanzielle Unterstützung wird später von der Board besprochen werden, nach Sekt. 151 G. C., und sobald Berichte bei der G. O. einlaufen.

Lanesville, Wis. — Schreiben von L. U. Nr. 836 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 35 zu 40 Cents pro Stunde, am 1. Juni 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung wird später von der Board besprochen werden, nach Sekt. 151 G. C., und sobald Berichte bei der G. O. einlaufen.

Parsons, Kan. — Schreiben von L. U. Nr. 1022 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 40 zu 45 Cents pro Stunde, am 1. April 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung wird von der Board, nach Sekt. 151 G. C., ertheilt sobald Berichte bei der G. O. einlaufen.

Eldorado, Ark. — Schreiben von L. U. Nr. 1101 für offizielle Erlaubniß eine Trade Movement anzufangen um eine Lohnerhöhung zu erhalten und 8 statt 9 Stunden zu arbeiten, dieses am 1. März 1913 in Effekt zu gehen. Offizielle Erlaubniß ertheilt.

Quincy, Ill. — Bittschrift von L. U. Nr. 1366 um weitere Geldbewilligung zur Unterstützung eines Trade Disputes. Der Board erlaubt $510.00 zum Unterhalt der streikenden Arbeiter.

Gloversville, N. Y. — Schreiben von L. U. Nr. 1107 um offizielle Erlaubniß zu einer Trade Movement um Lohnerhöhung von 37½ zu 42 Cents pro Stunde, am 1. Mai 1913 in Effekt zu gehen. Offizielle Erlaubniß ertheilt.

Green Bay, Wis. — Schreiben von L. U. Nr. 1146 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 37½ zu 40 Cents pro Stunde und Union Regeln, bis 1. Mai 1913 in Kraft zu treten. Erlaubniß ertheilt. G. P. wird ersucht, einen Delegaten nach Green Bay zu schicke num dortige Union auf eine solche Trade Movement vorzubereiten. Finanzielle Unterstützung wird von der Board erst später berücksichtigt, nach Sekt. 151, sobald Berichte bei der G. O. einlaufen.

Lindsay, Cal. — Anfrage von L. U. Nr. 1170 um offizielle Erlaubniß einer Trade Movement zwecks Lohnerhöhung von $4.50 zu $5.00 pro Tag, am 12. Dezember 1912 in Effekt zu gehen. Da der Tag an welchen obiges in Kraft treten sollte, schon vorbei ist, werden die Papiere verwahrt.

Monterey, Cal. — Anfrave von L. U. Nr. 1451 um offizielle Erlaubniß einer Trade Movement zwecks Lohnerhöhung von $4.00 zu $4.50 pro Tag, am 1. April 1913 in Effekt zu gehen. Offizielle Erlaubniß ertheilt.

Abilene, Texas. — Appell von H. V Hargrove von L. U. Nr. 1281 von der Entscheidung des G. T., welcher ihm den Anspruch auf Begräbnißunkosten seiner Frau

(Fortsetzung in nächster Nummer.)

Departement Francais

Une revue de la Condition des Travaux dans le Canada pendant 1912

L'année 1912 a depassé toutes les precedentes par la grande activité des industries et du commerce. L'éclat de l'année 1911 s'est bien maintenu. Les immigrants ont été bien plus nombreux que pendant tout autre année . De plus, ce qui est bien à remarquer, c'est que, pour la plupart, ces derniers seront de meilleurs sujets, des sujets à désirer.

L'année 1912 a été une année remarquable sur un autre point de vue, c'est par rapport aux constructions de grands magasins et manufactures, ou bien l'agrandissement des anciens. Ainsi le futur promets beaucoup.

Les cultivateurs aussi ont eu une bonne année, même en dépit d'un printemps arriéré et d'un été peu favorable. Il faut le dire, le temps a été très humide pendant la belle saison, et les récoltes ont beaucoup souffert. Les fermiers n'ont pas eu suffisamment d'ouvriers. A cause des pluies, les chemins de fer n'ont pas construit beaucoup.

Pour ce qui est de la pêche on n'a pas en à se plaindre. En janvier et février, la pêche a été très bonne le long de la côte; mais la flotte Lunenburg n'a plus réussi que l'année dernière. La quantité de salmon prise le long de la Colombie n'est pas énorme. Les pêcheus de la babine sur les côtes de Vancouvers n'ont pas en bonne chance non plus.

L'exploitation des forêts a demandé un travail bien assidu vu qu'il y a eu grandes demandes pour construire. Les chemins de fer ont haussé leur prix de transportation, et le manque de wagons de marchandise s'est fait sentir toute l'année.

Les mines de charbon viennent d'avoir leur meilleure année. L'exploitation des mines dans la Nouvelle Ecosse, dans l'Alberta et la Colombie Anglaise a donné de bons résultats. Les mines de Vancouvers ont souffert d'une dispute commencée en septembre et qui a duré jusqu'au bout de l'année.

Les mines de fer ont en un bonne année aussi. Les manufactures ont jouit d'une activité sans précédent. Les employés ont été au complet presque partout, et, en bien des cas, leur travail a continué bien au delà de l'heure règlementaire. Remarquons ici que bien souvent les ouvriers habiles et les femmes employées dans les bureaux ont fait défaut. La fondation de nouvelles usines, et le logement des ouvriers ont activé les constructions de tous genres.

Les compagnies de transportation ont beaucoup gagné cette année. On a voyagé davantage, et beaucoup plus de marchandises que d'ordinaire ont été transportées par les compagnies. Les métiers et le commerce sont arrivés à leur plus haut point; cinq milliards de francs ont été réalisés.

Quant aux banques, elles ont beaucoup gagné. Malgré le très grand nombre d'immigrants, le travail grosier, ou autrement dit, le travail manuel a continuellement réclamé des ouvriers. Cela vient du grand nombre de constructions de chemin de fer, ou de bâtisses; ou encore à cause des améliorations et des transformations faites en ville.

A la fin décembre, tout semblait promettre une année encore meilleure peut-être que l'année 1912.

Nouvelles Lois Ouvrieres

Progrès de L'Année 1912—Grands Gains en Mesures Protectives.

Toutes les lois ouvrières passées par le Congrès et par les Législatures durant l'année 1912 sont décrites dans un bulletin élaboré et plein déautorite qui vient de paraitre et est issu par les Quartiers

Généraux à New York de l'Association Américaine pour la Législation Ouvrière. "D'une signification spéciale dans la législation ouvrière de cette année," dit le Secrétaire, le Dr. John B. Andrews, "sont les deux lois de l'Etat du Massachusetts, l'une pourvoyant des Conseils relatifs aux salaires minimum, l'autre stipulant la réorganisation de l'inspection des fabriques. Des lois plus sévères dans plusieurs Etats demandant la notification d'accidents industriels et de décès et les actes législatifs des mesures de compensation aux ouvriers votés par quatre Etats, L'Arizona, le Michigan, Rhode Island et Maryland, sont de la plus grande importance. La législation fédérale ouvrière augmente considérablement en volume et le Congrès a augmenté l'essor du travail des huit heures et des mesures de compensation aux employés du gouvernement en cas d'accidents. Et d'une importance toute aussi grande est la défense d'allumettes phosphoreuses contenant du poison endue possible par le pouvoir fédéral de taxation et par l'autorisation d'une commission industrielle."

Pas moins de 300 projets de loi furent introduits cette année dans le Congrès seul, tandis que les législatures de l'Etat eurent leur pleine part dans les gains annuels se rapportant à cette matière.

—Accidents et Maladies—

Le mouvement en faveur de rapports uniformes obligatoires à faire en cas d'accidents ou de décès industriels a fait de grands progrès durant l'année. Sept Etats ont passé des lois nouvelles et renforcées les anciennes relatives à la notification d'accidents et deux Etats, le Maryland et New Jersey, se sont joints à la demi-douzaine primitive demandant que les médecins fassent rapport des décès de profession. Les règles dans le but d'empêcher des injures industrielles par l'emploi de certains arrangements de sûreté sur des machines dangereuses et de capuchons placés sur les échappements de fumée empoisonnée ont été également nombreuses.

—Inspection des Fabriques—

Dans certains Etats, le nombre de'inspecteurs de fabriques est augmenté et on voit une tendance à ce que des femmes inspectrices aient soin que les lois soient observées dans les fabriques ou l'on emploie des femmes. New York a maintenant 125 inspecteurs de fabrique, un nombre bien plus grand que celui autorisé dans d'autres Etats.

—Travail des Enfants—

Des treize Etats dans lesquels des propets de loi relativement au travail des enfants furent introduits, dix passèrent des lois à ce sujet. La tendance est pour des heures plus courtes avec des restrictions concernant le minimum d'âge et la défense de travailler pendant la nuit.

—Compensation aux Ouvriers—

Des quatre lois nouvelles de compensation aux ouxriers, celle du Maryland est purement volontaire, celles du Michigan et de Rhode Island sont "electives" avec la stipulation bien connue de supprimer la défense de loi commune des patrons s'ils ne s'y soumettent pas; et celle de l'Arizona semble être du genre rare de contrainte. Le projet de loi, pourvoyant des compensations pour les ouvriers des chemins de fer, passa au Sénat, mais fut repeté par la Chambre.

—Heures de Travail—

L'action du Congrès en établissant la journée de travail de huit heures pour travaux de contrat ou sous-contrat faits pour le gouvernement semble devoir avoir des effets de grande étendue. Cinq Etats viennent de passer aussi des lois limitant les heures de travail des hommes employés dans des entreprises privées. L'Arizona a établi la journée de travail de dix heures dans les mines et les ateliers, de fonte; New Jersey la journée de travail de dix heures dans les boulangeries; Massachusetts règle les heures de travail pour les hommes opérant les moteurs et les conducteurs et New Mexico celles des employés des chemins de fer, tandis que le Mississippi

(Voir la suite à la page 64.)

THOMAS, HARRY D., of L. U. 105, Cleveland, Ohio.

Claims Paid During March, 1913

No.	Name.	Union.	Am't.
18928	James Smith	10	$200.00
18929	Richard Weise	32	200.00
18930	Everett Griffiths	125	200.00
18931	Henry Staab	125	200.00
18932	Wm. F. Dorgan	127	200.00
18933	Robert Pratt	127	50.00
18934	Geo. W. Parker	198	200.00
18935	Otto W. Anderson	247	200.00
18936	Moses Bocksenhorn	291	97.75
18937	Tollef Nelson	381	200.00
18938	Timothy J. Byrne	451	200.00
18939	August Stramman	497	200.00
18940	Mrs. Clara A. Stainbrook	716	50.00
18941	Lewis N. Cook	750	200.00
18942	Asa Francis (dis)	774	400.00
18943	Erick Holbeck	824	200.00
18944	Chas. E. Ludlow	996	200.00
18945	Garry E. Murphy	1005	200.00
18946	W. W. Gordon	1186	50.00
18947	Mrs. Angeline Anderson	1218	50.00
18948	Oscar A. Seeley	1254	200.00
18949	Mrs. Jessie B. Kennedy	1430	50.00
18950	Edward Still	1477	50.00
18951	Mrs. Augusta Paxson	8	50.00
18952	Mrs. Pauline Kostinsky	43	50.00
18953	Mrs. Hulda Brown	181	50.00
18954	Mrs. Catherine McGilveay	632	50.00
18955	Mrs. Arminda E. McGhee	520	50.00
18956	Edwin S. Dahlgren	28	200.00
18957	Vaclav Cigler	54	50.00
18958	Mrs. Rose Dubina	54	50.00
18959	Alois Maurek	54	50.00
18960	Mrs. Elizabeth J. Homer	80	50.00
18961	A. M. Kendall	690	100.00
18962	I. C. Clark	701	200.00
18963	Wm. Arthur	813	200.00
18964	Mrs. Hannah D. Kearns	916	50.00
18965	J. H. Woolery	1792	50.00
18966	John R. Tanner	2	50.00
18967	Isaac L. Owens	8	200.00
18968	Mrs. Catherine Ulmer	64	50.00
18969	J. E. Robertson (dis.)	75	400.00
18970	Edward L. Bluebaugh (dis)	106	400.00
18971	Mrs. Caroline Miller	214	50.00
18972	Mrs. Mary W. McAfee	568	50.00
18973	Mrs. Anna Evers	772	50.00
18974	Simon A. Larson	792	200.00
18975	August Emrich	513	200.00
18976	Mrs. Katherina Senk	12	50.00
18977	Mrs. Lena Larsen	181	50.00
18978	John Staska	375	200.00
18979	Adolph M. Hauck	547	200.00
18980	Henry Kinder	1307	50.00
18981	Mrs. Annie McClanahan	1582	50.00
18982	Mrs. Florence Guisinger	10	50.00
18983	Thomas Hodgson	26	200.00
18984	J. M. Christiansen	72	200.00
18985	Henry Miller	76	200.00
18986	Richard M. Arler	119	50.00
18987	Mrs. Mary F. Saunders	122	50.00
18988	John I. Hughes	125	200.00
18989	Frank Arbello	158	200.00
18990	J. W. Lyons	362	50.00
18991	Sylvester G. Goddard	388	200.00
18992	Nere Catellier	416	50.00
18993	Ferdinand Ziegimayer	422	50.00
18994	Matto Lilquist	526	200.00
18995	J. B. Fleming	648	50.00
18996	Edward V. Bowers	716	200.00
18997	Fred Klitch	1094	200.00
18998	George Leigan	1139	200.00
18999	Dan Talkington	1155	200.00
19000	Mrs. Fermina R. Ayala	1589	50.00
19001	Edward C. Karl	1824	200.00
19002	George Colwell	1192	200.00
19003	Wm. Wirth (dis)	523	400.00
19004	Wm. Fisher	3	50.00
19005	Joseph Bonner	19	200.00
19006	Lawrence M. Christman	146	50.00
19007	Henry Scofield	184	50.00
19008	Wallace W. Dudson	187	200.00
19009	Mrs. Harriet B. Barnicle	308	50.00
19010	Mrs. Helen A. Smart	345	50.00
19011	Mrs. Elmira M. Smith	441	50.00
19012	Arthur S. Boyer	492	200.00
19013	Mrs. Eva M. Maier	561	50.00
19014	Mrs. Josephine Perreault	877	50.00
19015	Philip Van Antwerp	1268	50.00
19016	Henry Bussy	1442	200.00
19017	Oscar F. Peterson	1868	200.00
19018	E. E. Pierson	78	200.00
19019	Benjamin Wenzel	122	200.00
19020	James W. North (bal	101	36.50
19021	Edward P. Stormer	189	200.00
19022	Newton H. Decker	301	200.00
19023	Wm. H. Raymond	369	50.00
19024	Mrs. Naomah Lester	388	50.00
19025	Henry McCarthy	1379	200.00

No.	Name.	Union.	Am't.
19026	Mrs. Agnes H. Hueltburg..	122	50.00
19027	Mrs. Lucy Swindell	457	25.00
19028	Mrs. Margareth Holder....	615	50.00
19029	Harry D. Thomas	11	200.00
19030	Shade W. Cooper	198	200.00
19031	Adolph Werner	423	200.00
19032	Anton Meyer	497	200.00
19033	Thomas J. Rapp	510	50.00
19034	Hilton Pratt	1741	200.00
19035	A. W. Simpson	13	180.50
19036	Jacob Ehman	142	50.00
19037	John Anderson	1	50.00
19038	Mrs. Amelia Howcroft	1	50.00
19039	Andrew Lundquist	7	200.00
19040	Harry M. Wallenwein	9	200.00
19041	L. Wisniewski	13	200.00
19042	Mrs. Louise Jaissle	58	50.00
19043	Mrs. M. A. McConville.....	62	50.00
19044	Mrs. Anne M. Olson	80	50.00
19045	Lucian C. Sheppard	155	200.00
19046	Chas. Schulz (dis)	188	400.00
19047	Mrs. Matilda Leple	290	50.00
19048	Frank Zeman	309	200.00
19049	Mrs. Barbara Strobel	355	50.00
19050	Thomas Ireland	374	200.00
19051	Mrs. Ella Meador	526	50.00
19052	Geo. W. Clem	667	50.00
19053	Mrs. Clara M. Wood	747	50.00
19054	Edward Hetner	810	100.00
19055	C. S. Worrick	1065	200.00
19056	John W. Lukehart	1088	200.00
19057	Melchor Colon Velazquez ..	1301	200.00
19058	Bailey Rhodes	1316	200.00
19059	Nicholas Gehring	1319	200.00
19060	Mrs. Concetta Graziano ...	1565	50.00
19061	Mrs. Margaret Holtorf.....	1325	50.00
19062	Wm. Camp	1327	200.00
19063	Materne Neff	2	50.00
19064	Christian Schafer	10	200.00
19065	Nils Gustaf Bergstrom.....	12	200.00
19066	Mrs. Jemina Duncan	80	50.00
19067	Charles A. Spates (dis)....	132	100.00
19068	John Hanan	181	200.00
19069	Mrs. Louise Harmon	242	50.00
19070	Martin L. Troop	492	50.00
19071	Frank E. Burns	541	200.00
19072	Robert L. Harris	586	200.00
19073	E. J. Lake	613	200.00
19074	James Parnie	1110	200.00
19075	Paul Kaelin	5	200.00
19076	John Garvey	10	200.00
19077	Charles A. Reed	31	200.00
19078	Mrs. Clara Schultz	44	50.00
19079	C. E. Anderson	61	200.00
19080	Henry Jacobs	78	200.00
19081	Robert Witt	80	200.00
19082	Harry Green	83	200.00
19083	Mrs. Cora L. Butler	103	50.00
19084	Mrs. Marguerite D. Pourier	134	50.00
19085	Upton C. Ramsay (dis)....	216	400.00
19086	Oliver E. Slocum	222	200.00
19087	R. N. Smith	340	200.00
19088	Mrs. Ella M. Vanderbeek..	340	50.00
19089	Mrs. Elizabeth Wehman...	521	50.00
19090	Henry Olsen	507	200.00
19091	Augustus F. Hannaford....	509	200.00
19092	C. H. Jennings	651	50.00
19093	James Walsh	715	200.00
19094	Geo. W. Stout	781	200.00
19095	Mrs. Hednedge Rouleau...	920	50.00
19096	Mrs. Nora A. Marinus.....	1091	50.00
19097	Peter Levesque	1305	200.00
19098	Abraham H. D'Arcy	1618	200.00
19099	Frank Meixner	1784	200.00
19100	Mrs. Mary Aldridge	339	25.00
19101	John Wurtele	497	200.00
19102	David Campbell	625	200.00
19103	Christian Man	723	200.00
19104	Thomas Biggs (dis).....	789	400.00
19105	N. M. Scharnell	7	50.00
19106	James Larkins	52	100.00
19107	Oscar E. Layton	73	200.00
19108	Anton Busch	200	200.00
19109	Mrs. Hilma C. Malemberg..	219	50.00
19110	Michael Kelly	401	50.00
19111	James Shaw	799	200.00
19112	Mrs. Veneva B. Greenman..	992	50.00
19113	Mrs. Anna Huepenbecker..	25	50.00
19114	Michael Green	58	200.00
19115	John C. Fleming	277	200.00
19116	Mrs. Lucinda Brown.....	600	50.00
19117	Mrs. Mary C. Knauer	897	50.00
19118	Charles Anderson	957	50.00
19119	L. A. Blackwell (dis).....	1417	400.00

Total $26,814.75

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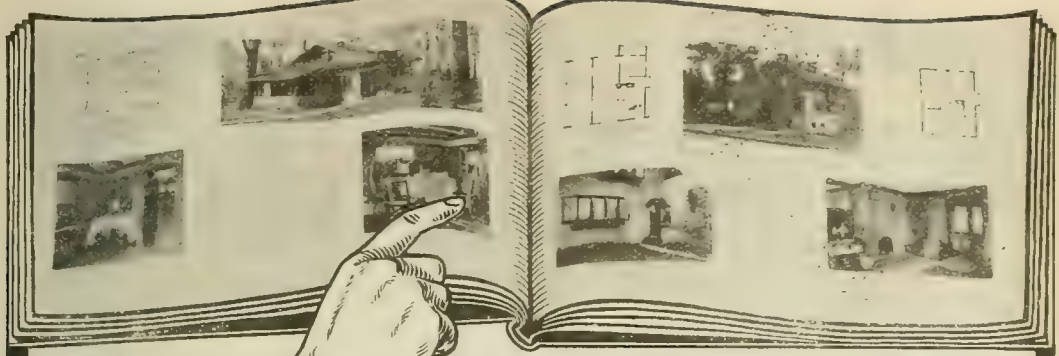

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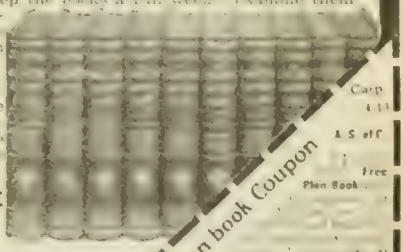

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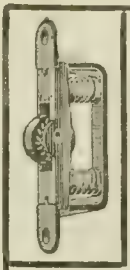

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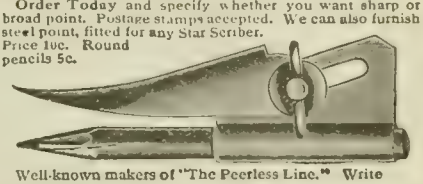

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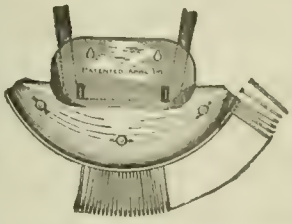

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Nouvelles Lois Ouvrieres

(Suite de la page 56.)

vient de passer une sévère loi de dix heures de travail.

—Immigration—

L'Arizona, par une nouvelle loi, exclut les étrangers des fonctions publiques. D'un autre côté, New York se prépare à donner de l'instruction aux immigrants et à les protéger contre les abus auxquels ils sont sujets à leur arricée dans notre pays.

—Travail des Femmes—

Un accomplissement notable de l'année 1912 dans la législation est la loi sur le minimum des salaires dans l'Etat de Massachusetts, la première experience de ce genre en Amérique. Par l'opinion publique on croit pouvoir arriver à forcer les patrons de n'importe quelle industrie de payer le minimum des salaires déterminé par le Conseil d'Etat s'occupant de cette matière. New York s'est joint à Massachusetts en défendant l'emploi industriel de femmes dans les limites de quatre semaines de leur accouchement et l'emploi de femmes en général pour plus de cinquante quatre heures de travail par semaine. Kentucky, Maryland et New Jersey ont passé cette année une loi de dix heures pour le travail des femmes. Les lois en née dernière stipulant huit jours de in Californie et Washington décrétées née dernière stipulant huit jours de travail ont été soutenues par les Cours Suprèmes.

"What is Life to You?"

To the preacher life's a sermon,
To the joker it's a jest;
To the miser life is money,
To the loafer life is rest.

To the lawyer life's a trial,
To the poet life's a song;
To the doctor life's a patient
That needs treatment right along.

To the soldier life's a battle,
To the teacher life's a school;
Life's a good thing to the grafter,
It's a failure to the fool.

To the man upon the engine,
Life's a long and heavy grade;
It's a gamble to the gambler,
To the merchant life is trade.

Life's a picture to the artist
To the rascal, life's a fraud.
Life, perhaps, is but a burden
To the man beneath the hod.

Life is lovely to the lover,
To the player, life's a play;
Life may be a load of trouble
To the man upon the dray.

Life is but one long vacation
To the man who loves his work—
Life's an everlasting effort
To shun duty, to the shirk

To the earnest, Christian worker
Life's a story ever new;
Life is what we try to make it—
Brother, what is life to you?

JOHN UPTON.

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The Carpenter

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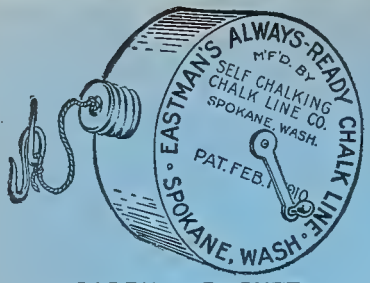
MAY, 1913



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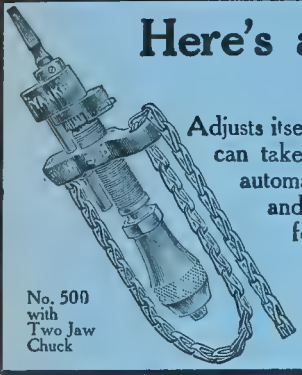

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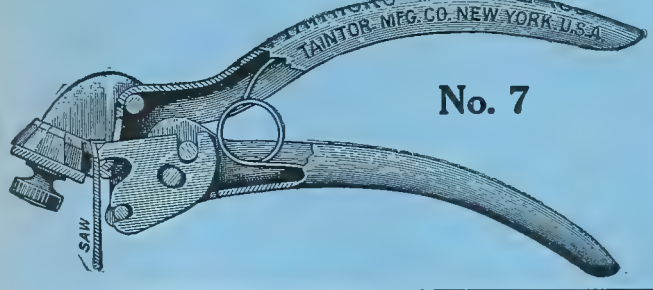

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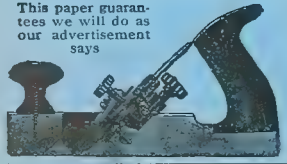

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The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

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INDIANAPOLIS, MAY, 1913

One Dollar Per Year
Ten Cents a Copy

Don't Borrow Trouble

By MARGARET SCOTT HALL

There is nothing like cheerful prospects
To boost a soul on its way,
Then worry not over tomorrow
But make the best of today;
If today we've enough of life's comforts
Tonight a cyclone may blow,
And it may be we'll miss altogether
Tomorrow's promise of woe.

If today we're alive and kicking
Don't look for things to be worse,
Don't grumble but get up and hustle—
Replenish the empty purse;
We may not have long to be living
Then love and labor for good,
And exercise charity always
In kindness and brotherhood.

If today we're blessed with plenty
Don't shadow the hours with care,
Or anticipate storm and disaster
While all is sunny and fair;
Then borrow not trouble, my comrades—
Look not for sorrow and pain,
For sometime you'll get your full portion—
Till then don't whine or complain.

THE CARPENTER

CONCERNING THE JOY OF ACCOMPLISHMENT

(By H. B. Moyer.)

WHENEVER you happen upon a wildly enthusiastic person immoderately prating about the untold joys of accomplishment as compared with the pifling gratification of pecuniary gain, you can reasonably put him down as a dreamer whose deeds of accomplishment are so rare as to be in the nature of novelties, or as an agent of the United States Steal Corporation giving a course in Higher Education to a band of newly arrived, swarthy citizens from Porte La Tabasco, Europe. At all events he is not a hard-working, conscientious carpenter, with a family of six depending on him, and an empty coal-bin, a hard winter and a possible scarcity of steady work thrown in for good measure, staring him in the face.

Several hundred years ago—so history informs us—an ardent artist gratuitously gave four years of his time to painting a fresco on the ceiling of one of Rome's great cathedrals. The work was most arduous—the painter lying on his back on a scaffold and working upward; and yet all he received for his labor was three meals a day—and the joy of accomplishment. The Manufacturers' Association and kindred wide-awake organizations in this country would willingly give several thousand men of that type steady employment the year around and no questions asked. In justice to the M. A., however, it must be added that it is liberal in some ways. At frequent intervals, for instance, it very cheerfully lays aside several millions of dollars with conscientious intention of giving organized labor a decent burial, and the only reason the money has never been used for that worthy purpose is that organized labor thoughtlessly neglects to die.

A former employer of mine one time gave me a piece of advice on an occasion when I declined the privilege of working twenty-four hours at a stretch without extra pay. (I was working on a straight salary). "Young man," said he sternly, "you will never get ahead until you learn that the road to success can only be covered by the display of unbounded enthusiasm, loyalty to your firm, and a willingness to put aside present pecuniary rewards for the big things that are sure to come later on." Then he went on to tell me how a young man should be willing to work his finger nails off—or words to that effect—if necessary for the good of the firm. "The good of the firm! Remember that young man! That's the thing you should always remember! Forget yourself and your own petty affairs! Throw yourself into the firm's work—make the firm more prosperous and some day it may do handsomely by you!"

"May" is a small word, but it is the pivot upon which the entire difficulty between organized capital and organized labor revolves. "May do handsomely!" May! Surely the millions of working people who toil that the thousands may loiter in the lap of luxury are entitled to something more definite than "may." "Will" is the word—but even that must be made good.

Apart entirely from the financial standpoint, there is the question of doing something by compulsion and doing it of one's free will. Had the painter been compelled to paint that Roman ceiling free of charge he might have missed realizing at least some of the joys of accomplishment. So it is with the average employe as compared with the average employer. One is compelled by necessity to work a certain number of hours; the other works as the notion seizes him.

Eight or nine years ago I was working in Lorain, Ohio. On the same job was Joe Malone, a big, raw-boned Irishman and a carpenter. One day the superintendent of the job, Mr. Williams, of

Cleveland, grabbed the saw out of Joe's hand and worked away like a Trojan for a few minutes, then handed the saw back to Joe. "That's the way to work, my good man," he remarked triumphantly, as he wiped the perspiration from his brow. "Go to it as if you meant it."

Joe grinned good naturedly,, and then dryly retorted: "Your working day is evidently of ten minutes—mine is ten hours."

So it is with the comparative number of years employes and employer must continue in harness. The average employer can retire in a few years; the general run of employes continue working until the grim reaper blows the final whistle.

The employer is piling up a competence upon which to retire; the employe is fortunate if he can meet current demands upon his slender purse. The employer is building for himself, the employe is building for some one else. Verily, this joy of accomplishment argument is poor stuff, except to love-sick poets, or perhaps corporation agents. Cream puffs are nice at times but one naturally yearns for something more substantial—like bread and butter, meat and potatoes.

There may have been a time, Mr. Employer, when men worked for the joy of doing things, but that day passed long, long ago. Furthermore you have among other things that clever device of your own making, the piece-work system, with its attendant wage-cutting, to thank for the present day lack of genuine enthusiasm among your employes. What you want to do is to start a new garden—turn over a new leaf as it were. Conscientiously study the requirements of the situation, and plant a few barrels of carefully selected fair treatment seeds. Then you can stand back and indulge in the joy of having accomplished something really worth while, for it won't be long before working enthusiasm will be sprouting up all over the place.

Enthusiasm! Joy of accomplishment! What have you ever done for him that the workingman should enjoy doing for you? You have bulldozed him into organizing labor unions, and you have bulldozed those unions into forming additional unions. You have antagonized him in every seemingly possible manner, and you are continuing to antagonize him. What do you expect in return? Do you expect to browbeat him into loving you and your kind? A cur dog will lick your hand if you kick it, but a man is very apt to kick back.

Make it worth his while and your employe will enthuse. Don't try to make him enthuse when he has nothing to enthuse over. What he is getting from you now in return for his labor he has gouged out of you by dint of hard labor. Perhaps—who knows—if he didn't have to work so hard over you he might possibly work harder for you. Competition? Yes, we know something of that, too. But then, perhaps, if you tried real hard, you could use this year's automobile a second year, and not try to outdo your neighbor in the matter of having the latest style in cars. The competition between you capitalists is something fierce. Why,, a few years ago, eggs were as high as twelve cents a dozen and now they are down to thirty-five and forty cents, while tinware has gone clear down from thirty-five cents to seventy cents. It's fierce.

And It Shall Come to Pass

When Love and Labor marching hand in hand
Shall loose the shackles from industrial slaves –
Shall banish curse of Mammon from our land,
And roll the stone from living children's graves—
Wherever hope to men has been denied,
And grievous burdens they are driven to bear,
Then Love, commissioned as their gentle guide,
Shall lead to heights of Labor's answered prayer.

Unselfishness shall shame all hate and greed
Till brotherhood shall banish human need.
Till capital shall grant a living wage
And harmony proclaim the Golden Age
Industrial peace shall calm wrong's cruel dream.
And Love and Labor reign at last supreme

MARGARET SCOTT HALL

SERMONS IN SERVICE

(By Margaret Scott Hall.)

In His furrowed fields around us
God has work for all who will;
Those who may not scatter broadcast
Yet may plant it hill by hill.

DEEDS mean more than words—and in unionism, as in all united effort in every line of endeavor, men must practice what they preach. To make our professions effective, we must live up to them.

The improvement of industrial conditions is a matter of public concern, and is of as much interest collectively as individually. Labor is the life of the nation. Then a noble service is to keep pure and unclogged the fountains supplying the source of this life.

"God has work for all who will,"—but not such mighty burdens as the world's workers have heaped upon them by greed and selfishness. To labor is right and normal for every human being, and whenever any man or woman shirks this natural law his or her dereliction must fall as double duty upon some other who is not shirking. Destitution and pauperism have increased so much of late years that causes and cures have been investigated, while much suffering has been relieved by charitable organizations, church societies, fraternal orders, labor unions, etc.. The whole world is awakening to the situation, and intelligent men and women from all ranks of social life are taking active part in promoting the welfare of the workers. To achieve any good along this line some way must be found to reach the pestilence of indigence and make a way for idle people to become self-sustaining.

If conditions of labor improve, men must be treated as humans instead of tireless machines; women workers must be protected; and, if the land of the free is to retain its prestige among nations, child slavery must speedily be abolished. We must conserve the children upon whom depends the character of our future citizenship. Developed capacities will fit them to fill self-respecting positions in the business of life. The better equipped the children of this generation become, for intelligently and energetically handling the materials and operating the machinery of the world's progress as future citizens, the better they will be prepared to eliminate pauperism from the problems of industrial life. The existing financial control and systems, the hostile, condescending attitude of employing associations, and greed of monopoly have created conditions of extremes in social, financial, and religious relations, that possibly two generations or more will require tact, intelligence, and patience to reconstruct. In the meantime, the industrial unrest, the general discontent, the inharmony of the times, contain a hint of recklessness, rebellion, revolution, and lawlessness that may invite ruin and destruction at any moment. However, optimism is best, and the power of good is so much greater than the power of evil that there is a very good foundation for the hope of better times. In the very midst of the struggle for improved conditions, organized labor is wielding a great influence for reform. Every year, through the persistent efforts of the labor union, there are more decided and effective legislative enactments favorable to labor conditions. Year by year, there are more and better state laws touching labor interests. The laws of the land are being improved for labor—in which humanity is becoming "An article of our national faith." Peace and prosperity dwell in the atmosphere of industry. Crime and pauperism, selfishness and injustice, incompetency and anarchy thrive in the indulgence of idleness. Each human being has a share in the world's work—if they will. Those who refuse their acknowledgment of human obligation and moral responsibility not only

incur the penalty of nature's curse in the loss of mental and physical capacities—they become, in their helplessness, dependents, drones, and parasites on the world. For every drone developed, some busy worker bears the double burden.

Happy, indeed, is he who accepts his God-appointed task as a self-sustaining individual and cheerfully fulfills his destiny. How to rid the world of its ever increasing swarm of bloodthirsty parasites is becoming one feature of modern problems.

The idle rich and the incompetent poor forever prey upon industrial life. Honest labor, indeed, carries a monstrous burden! The public conscience is awakening, and, through organized effort, education, and co-operation, will gradually relieve the situation and find a remedy for the national canker of laziness.

There are sermons in service, and conscientious work of any sort has an element of nobility that is akin to worship and commands respect, but a voluntary parasite occupies the most contemptible position of any human being on earth. Idleness and ignorance never availed to lift anyone from the slums of degradation.

Organized labor, busy and in earnest, is hard at work on the knotty problems in which it is so vitally interested. Where the limitations of life press most sorely, there is organized labor's field of opportunity—there is the larger opportunity of service to suffering humanity. Rich and poor, according to their circumstances may unite in loving service for the human uplift.

Wherever the oppressed, discouraged, pitiful, and defeated are found beaten down by adversity and misfortune along the highway of life's journey, there is the furrowed field of service ready for the scattering of the seeds of kindness.

We pass this way but once and now is always the best time to do anything good that comes in your way. Slender resources need not hinder us from helpful deeds of sympathy for each other. Our equipment may be poor, but we meet with others poorer than ours. Give them a lift, and be happier for an act of kindness to a neighbor.

This fraternal principle makes life worth living, and, in the atmosphere of kindliness and sympathy, working men and women find joy in their routine of daily labor. Labor need not always mean drudgery and privation, when spiritual as well as material wants are thereby so abundantly supplied. Herein we find sermons in service.

Heaven is blest with perfect rest,
But the blessing of earth is toil.

THOSE GOOD OLD TIMES—AND COST OF LIVING

(By Flora S. Upton.)

THE increased cost of living is not a local complaint, neither does it arise from local causes. This increase in prices of the common necessities of life is world wide. In our country, the wages have risen more in proportion to the increase in the price of things than in many other countries. In the course of time, I fully believe this will adjust itself, either by a greater production of the food supplies which will tend to lower the price, or by an increase for the wage-earner.

One writer has truly said that these things are balanced by the natural laws of existence which may work slow, but they are sure. Did you ever stop to think that the class of people which is least benefited, and which bears the burden in the increased cost of living without the increased income, is not the wage-working class, but the salaried class? The wage worker finds some relief in better wages; but what of the bookkeeper, the clerk, the teacher?

It might seem that the large output of

gold has some effect on the increase in prices, but I doubt if it accounts for the high cost of living. When we get right down to facts, does it really cost more to live now than it did in our grandfathers' day?

Would not the same amount of labor expended today make that living easier than it did then? They had to work ten or twelve hours in a day, and the recompense was mighty plain living compared with today.

Let us turn back to the time when the civil war was yet a live memory but its effects were wearing off. There were not any great corporations then. The most we heard about the trust in those days was in the sign: "No Trust." There wasn't any Standard Oil Company—yet one had to pay more for a quart of kerosene than a gallon now costs. There wasn't any Sugar Refining Company—but grandma will tell you she had to pay for granulated sugar, if she ever had any at all. Some years ago the price of coal was low compared with today. But we have heard the old folks tell how one winter it cost them a full ten-dollar bill to get even a ton to burn.

I don't know that clothing was any cheaper, but it was made to last longer. Some one will tell you how they bought shoes for one dollar and fifty cents, only to find the soles were made of pasteboard. Meats? Yes, cheaper. The production was greater compared with the population. Short crops made prices run up just as they do in this day. As a rule, people took things as they came, and made the best of them.

We didn't have the telephone, free delivery, electric lights, and all the many things we have in these days. James J. Hill says: "It is more the cost of high living than the high cost of living that makes the problem." The luxuries of one generation become the necessities of the next. Everything considered, the ordinary man of today gets more out of his eight hours of labor than did his grandfather out of the twelve.

I do not believe that the farmers' prices will come down, so long as the demand exceeds the supply; but I do think that the incomes in many occupations will increase until things are better equalized—that some new invention or some new luxury will come along, and call for a still greater expenditure of energy to maintain. But these problems will always face our children's children as long as civilization and progress shall continue.

REPORT OF BROTHER JOHN H. POTTS OF THE GENERAL EXECUTIVE BOARD ON THE RECENT OHIO FLOODS

President James Kirby, and Members of the General Executive Board—Greeting:

The following is my report and appeal for aid in behalf of Hamilton and Dayton. This date I have been to Dayton, Hamilton and Middletown, but it is impossible for anyone to describe the scenes of desolation and misery to be seen there. During the past two weeks entrance into these cities was by passes only on account of martial law in Dayton and Hamilton. What shall follow is in no sense an attempt to tell the history of the great March flood of 1913. Rather it is merely an effort to set down the main facts of that disastrous event so that you as a board, may better understand the situation and be in a better position to appropriate money for the relief of Hamilton and Dayton. The story as told of one city is the story of the other, only in Dayton the loss of life and property is greater.

Many persons lost their goods because it was simply unbelievable that the water could come so high. After the levees were seen to have failed, that fact brought hope to those midway between the lowlands and the higher ground. Now, they argued, the flooded area is so much greater that the situation will

be relieved. The rise will not be so rapid, and soon the hand of destruction will be stayed. But even after the flood was rushing over the whole downtown section, after it had been given every outlet between the higher hills, the water continued to come up—an inch every eight minutes, one observer tells us was the rate—between ten and twelve o'clock on that fateful Tuesday.

At noon the rise began to slacken. The tide rose more slowly, but it continued to climb faster than ever known before until four o'clock. Then there was a perceptible pause. There was a cry of hope around the distressed city. It was thought that, with the crest reached, the fall would come; that the waters would recede rapidly. It was in vain. All through the early hours of the night thousands upon thousands of people, cooped in second stories or in attics, many even on the roofs exposed to the fury of the elements, kept anxious watch on a mark which could either be seen or felt. It was from four o'clock till dark and later on that the fury of the water reached its most terrible power. Unbelievable was the rapidity and the force of the current in the main channel. Drift shot past with the speed of a limited train. Timbers splintered against the solid concrete of the bridges with the impact of a head-on collision.

It was not only in mid-channel that the waters swept so perilously. In every part of the covered area were swift currents, running like mountain torrents, endangering the lives of the heroes, who sought to bring relief to those whose lives were threatened.

It was not long after the river reached beyond its course until houses began to rock. By noon there was dangerous drift even far from the channel. By mid-afternoon of Tuesday, small houses were toppling over here and there, stables were floating away, outbuildings of various sorts were floating away from their owners' premises, crashing into other buildings, and threatening a jam and the danger of destruction that hourly grew more terribly vivid.

As people were driven to roofs and to the upper floors of houses that seemed either in danger of being entirely submerged or toppled over into the boiling flood, distressing cries of alarm rent the air. As the day drew to a close, with the terror of black night transfixing them, these hapless victims of disaster redoubled their cries for help that could not come. The boatmen had dared much, some had lost their lives. They took super-human risks to cross plunging currents, and were able to save a small part of those who called for relief. Pistol shots were abundant throughout the day and night, those held within their homes firing to attract attention, lest they might be passed by because of inability to make themselves heard above the storm and the rushing of many waters.

Terrible scenes were witnessed by those who were in no personal danger, and whose homes were far beyond the reach of the swirling waters. Every eminence was crowded by persons who were attracted by the horror, against their will, but unable to leave, even though they were powerless to help. The hills of Dayton View offered a vantage point from which thousands watched the angry tragedy.

The Stoddard hill swarmed with people all Tuesday and all next day. McKinley Park was a boiling caldron, the water pouring in from upper Riverdale, and merging with the main current in the levee. Past them swept the mighty stream into which the Miami had been transformed. Across the park were many houses with water washing the eaves. On the roofs were a few who had straggled behind when the boats had come for their neighbors. They screamed constantly for help.

Once a boatman, periling his life while the onlookers gasped, pulled his craft through the rapids that crossed McKinley Park. It seemed that he could hardly get to the houses he aimed for without being dashed against an obstruction that would have thrown him, hopeless, into the waves, or carry his cockle-

shell into the current that roared along the normal course of this scourging river. He rowed with consummate skill. He guided his boat direct and straight. Instead of going to the group of men and women on the porch roof some three doors down, he stopped at the first house, took a lone boy through an upstairs window, then picked up one or two others in the house next east. His boat filled, he was forced to leave the other shrieking victims in the flood, and with herculean effort pulled up the current until he was lost behind the houses which would seem to break the force of the stream.

As they watched, the people massed on the hills would hear a strange sound —a noise of pounding and the shattering of wood. Presently, before their gaze, shingles would splinter upward on a house in the lowlands, a gash appear between the rafters, and a human head and shoulders appear—some poor imprisoned, tortured victim of the flood, making his last stand against death, climbing to his last available height before he should be engulfed by the waves. One could think of nothing less vivid than the horribly fascinating pictures that they used to print in our childhood, of the poor wretches clinging to the treetops and the mountain pinnacles in the deluge of Bible story—terror-stricken faces, with the mark of death upon them.

If this has been described with more or less particularity, it is only as a concrete example of the hideous panorama of the stricken city that day. It was the same everywhere, a tragedy relieved only by the heroism of the rescuers, and the god-like hospitality of those who came to the water's edge to offer shelter and food and clothing for those who had none of those things, and whose physical suffering and mental anguish had reduced them for the time being to human wreckage.

More slowly the water rose, until at midnight, the joyful discovery was made that there was a perceptible change. The river actually was falling. Hope was revived in thousands of minds. If their houses had withstood the current up to the apex of the flood, there was every chance that they would stand in safety until the occupants could escape.

Where death had stared them in the face, joy of being saved took possession of them. They saw life and liberty ahead. They minded not the terror through which they had passed. They reckoned not with the struggle to clean their mud-filled houses, the fight to reestablish themselves in homes, to begin to gather a housekeeping outfit. They saw freedom a few hours ahead. They thought their immediate troubles past. Alas! They were to be cruelly undeceived—a new terror—fire. It was not long until the terror of fire supplanted that of water. An explosion of gas at Fifth and Wilkinson streets was followed by a burst of flame and this seemed fanned by a high southwest wind. To anxious thousands, pent up in houses, about which the current swirled some ten feet deep and more, there came the consciousness that the water supply of the city was no more, that the streets were impassible to any force of fire fighters, and that they were absolutely without protection, and with little or no hope of escape.

It is needless to dwell upon the terror of that moment, or of the next night. The experience was too commonly undergone. Too many thousands went through that inferno of dread and horror—any recital would be tame, colorless, would only start harrowing recollection and bitter imaginings.

It is enough to say that the falling rain saved the city Tuesday night. Roofs were soaked until every blazing ember was extinguished as it fell. Wells were water filled, above and below. The fires which started during the first night were not powerful enough to overcome the moisture that was everywhere.

Wednesday night was another story. To those in safety, refugees on the hilltops and their kind hosts, it seemed that the entire city was doomed, that there would be a horrid holocaust. It was early in the night, while every man and woman was awake, that the sky was

lighted by the first blaze in the section that suffered so heavily. If any tried to sleep it was a vain effort. It seemed that there was no cessation of the flames; for, once they seemed to die down, there was a later revival, and the sky again was lurid with the terrifying light and rolling, really luminous clouds of smoke.

In the flooded district there were none who were not alive to the peril. The wind was roaring at the first, blowing the fire in such a way that it seemed that it would sweep acres upon acres of splendid buildings. Flaming torches flew across the town, blazing bits of wood that threatened to ignite every house on which they might fall. Men and women went to their housetops, with brooms and rakes, to push the fire from the roof to water. Doubtless the spread of the fire was prevented in a hundred instances by this prompt work. No man who did not live through this jagged experience can appreciate the dangers men ran, the labor they did, to keep the fire from starting where it would destroy them and their families.

Not only did they work. They prayed. They prayed that the wind might drop. They prayed that it might shift to a quarter where there were fewer buildings to catch. They prayed that there might be a miraculous interposition of Providence in their behalf.

If there ever was earnestness in petitions to the thrones of grace, it was embodied in those prayers. It must have been due to their fervency, and to the united strength of the frenzied appeal to God. For, while the fire was raging, and it seemed that nothing could save the doomed city, the wind did die down, and the fire ate itself out.

Yet those poor folk had not yet reached the hour of their deliverances, save as they were conveyed from their homes in boats to crowded quarters in relief station or private home. Those who stayed in their upper rooms, and they were legion, were sorely tried to obtain food in many cases. There was hunger a plenty for those who had never known its pangs before. There were more, whose every want had been supplied, who suffered torture for lack of water to drink, and to whose lips a cup was held as they emerged, fainting, from their prison-house. Many were the expedients, strange the inventions they devised to alleviate the sufferings of themselves and their families. Necessity begat ingenuity. The scenes of those terrible days will form a thrilling body of tradition in many a family whose past had been free from adventure or incident.

After going over the records of the membership of the union carpenters in Dayton, I find a membership of about four hundred and fifty. About two hundred and fifty, as near as I can ascertain, have been directly or indirectly in the present flood disaster. A great many of these lost everything they had in the line of household furniture, and what few owned their homes or were paying for the same saw these entirely swept away. A great many were rescued in boats with scarcely enough clothing to cover their backs, all the rest being swept away. And now what places a great handicap on the men is that many have lost their tools, and unless they are given some relief it is going to compel a great many to drop out of our organization. What little money they have is tied up in banks and they cannot get the same. This situation cannot be overdrawn. Our members, in the majority, are living off charity and are compelled to sleep in public buildings. If ever assistance was needed, it is needed now. Brothers who suffered and lost everything should be given some little assistance so that they can exist. This will not only help our present membership but will show non-union men the result of organization. I have promised Dayton and Hamilton to take this matter up with the board as soon as possible, and I believe the assistance that we can render will be appreciated because they are down and out without food, clothing or shelter to a great extent. I make a request in behalf of Dayton for the sum of $5,000.00, for temporary relief, and $1,000.00, for or-

ganizing work; for Hamilton, $1,000.00, for temporary relief, and $500.00, for organizing purposes.

I have thoroughly investigated the situation in the stricken cities, and find, when reconstruction of the cities begins, they will need an additional number of carpenters—from two thousand to three thousand in Dayton, and in Hamilton they will need in the neighborhood of a thousand additional carpenters, over and above the number of carpenters in these cities. In my opinion the time will be opportune to fully organize these two cities.

Hoping the board will grant this request, I am,

Fraternally yours,

JOHN H. POTTS,

Board Member, Third District.

Cincinnati, April 5, 1913.

PUBLIC PHILANTHROPY IN INDUSTRIAL EDUCATION

Frequently have our views regarding the subject of industrial education been expressed in The Carpenter and elsewhere, and often have we received requests to accept position and appointment with, and to address bodies actually engaged in searching for matter and in devising plans and systems introducing and establishing the great enterprise. We should have been pleased to comply in every instance, but official duties have and always will have prior and preferred claim. However, as opportunity offers, we shall, as in this issue of our official Journal, present views bearing upon the various phases enveloping the great question. In so doing, it shall be our aim to voice opinions of our Brotherhood as also those of the wage-earners of the land.

Public philanthropy that is extended to industrial education is not such a generous and extensive benefactor that it enters the home of the wage masses in general. Very few in any branch of wage-earning employment have that financial competency which is ample enough to obtain such industrial schooling or learning as will give them masterful command of modern improvement and requirement. With too many it is a struggle to attain a nearness to elementary courses. Nor is the class great among wage-earners that succeeds in either effort. Our public schools aid only in cultural education, though that aid does not provide material expenditures. When an age arrives that self or family support must be considered, an earning power must, of necessity, be sought and made available. Some very bright minds insist that wages, inasmuch as public philanthropy is now so broad and liberal in its dispensations to industrial education, play only an insignificant part in this class of education, while others halt at the thought and tremblingly maintain that an inadequate wage not only lessens facilities but crushes many opportunities to obtain, advance, and improve. Certain it is, that if wages in general were upon a scale that would permit comfortable care for the home, reasonable provision for raiment, and a consistent division of time and financial means, there would be fewer dull and struggling minds aiming to attain mental and industrial improvement.

There arises, in the quiet of one's thoughts, the sad and often serious regret that there are too many working people who are thus forced to consider the expenditure of time and money in effort to avail themselves of the benefits of even a common schooling, much less to hope for industrial or trade training and instructions promising for the future. To this class of unfortunates, the kindly offices of public philanthropy offer but little of its dispensation. As a rule (of its own), it holds out a promise of aid and assistance only to those who have, it thinks, reached years which come fully within the primary gates of its helping domain. It is a cold thought, but a colder fact, that the boundary of that domain almost universally ends when age has so far advanced that re-

maining years are, by the seeming benefactor, counted as too few for hopeful fruition or prospective profit.

Notwithstanding that we are expected to be grateful for the benign presence of public philanthropy in the field of industrial education, we disregard truth and mar its beauty when we veil the imperfections, deficiencies, and narrowness of the public's apparently generous friend, and praise it in popular phrases for its great (?) disinterestedness. However, since it enters this wonderfully earnest, active, and interesting field, we wrong it if we deny it the facilities and factors of systematic business ways and methods. Nevertheless, if it turns these offerings to its own mercenary ends or away from comprehensive benevolence and humanitary efforts, have we not a right to inquire into the sincerity of its own profferings? When, on the other hand, it shows a tendency to broaden endeavor in educational service by extending its work to trade, mechanical, vocational, and unskilled or common industry, would we not be remiss if we accord it no kindly appreciation as a public benefactor of inestimable worth?

Classifying the philanthropy that is today operating in an educational way in the field of labor as that which is sustained principally by liberal and surplusage capital; and, though conceding the universal right of expression, we at the same time insist upon this classification as of our own opinion. Hence, in giving to the educating philanthropy of today this sharp designation, we would not have it understood that our opinion, as it is outlined in the designation, is germinated in the soil of prejudice and hate. It is needless to say that we believe in the eminence of labor's rights. That does not urge us to unjustly assail any fair proposition nor prevent us from defending one which we think is stronger and invulnerable to attack. Therefore, we must look upon much of what is designated as the "public philanthropy," or that which is claiming to exert such strenuous efforts toward broadening industrial education, as an anxious and an eager worker which expects not only the plaudits of the people in general, but also a financial return from them—especially from those of the laboring element—for assuming to be their "generous" instructor. It knows it has no legal right to draw or depend upon national, state, or local revenues, derived or derivable from what is subject to taxation. We know that there is hardly any degree of the true philanthropic spirit in any national, state, or municipal institution offering schooling and training to trade, mechanical, and industrial aspirants. If the institution is one where the buildings are public properties, and the instructors or teachers are paid their salaries from public funds, and the curricula are at the expense of the pupil, it has generally come into existence at the demand of the taxable and tax-paying element of communities, and hence it should be placed in the classes that look to the wage-earner for a divisional support.

We can hardly believe the subject is becoming tiresome or uninteresting to our members. If it is, we trust they will not hesitate to signify the fact. But it is a conspicuous fact that The Carpenter has led, and, unless our organization manifests no further interest, it will continue to lead labor's press in presenting phases of the matter as they have arisen or may arise.

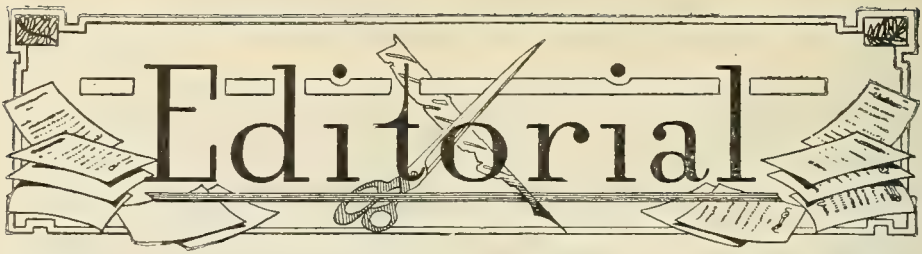
You Don't Know What You'd Do

'Tis easy enough—the telling
  Other folks how they should do—
Yes, easy enough the preaching
  Till practice is up to you;
When a man is near distracted
  With anxiety and woe,
Some one's sure to spring this chestnut:
  "Brother, I'd do thus and so."

Criticism, sneers and censure
  Rougher still would make his road,
Rather leave off some suggestions
  While you help him lift his load;
You might be a better neighbor
  If you'd talk a little less,
And whatever be his trouble
  Lend assistance in distress.

Just remember it is written,
  Faith without good works is dead,
Then proceed in friendly fashion
  Words are worthless: work instead;
Don't be hasty in declaring
  If such troubles came to you
That you'd solve his problems better,
  For you don't know what you'd do.

MARGARET SCOTT HALL.



THE CARPENTER

Official Journal of

The United Brotherhood of Carpenters and Joiners of America

Published on the 15th of each month at the CARPENTERS' BUILDING Indianapolis, Ind.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, *PUBLISHERS*

FRANK DUFFY, Editor

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INDIANAPOLIS, MAY, 1913

The Quincy Strike

On November 22 of last year, the mill men of Quincy, Ill., members of Local Union 1366, after many vain attempts to persuade the mill and factory owners to meet them in conference to discuss a proposed increase in wages to 30 cents per hour for a nine-hour day, voted to go out on strike. In accordance with the vote, they walked out the next day. After the strike had been on for a short time, the factory firms weakened and signed up with the men, but three large mills—the Huck Manufacturing Co., the Quincy Showcase Co., and the Joseph Knittel Co.—stubbornly held out. These companies, who were backed by the Manufacturers' Association, with the assistance of a detective agency from Grand Rapids, imported men from various points, principally Chicago, to act as strike-breakers.

From the very beginning, the strikers behaved in a most orderly manner. Despite the irritation to which they were put by the detectives, they carefully refrained from any serious acts of violence, one or two fistic encounters being the sum total of trouble on their part. The most serious affair that arose at all was when the police arrested two of the detective agency's employes for carrying slung-shots and revolvers, as they were endeavoring to guard a strike-breaker who had struck a union sympathizer.

The calm action of the men quickly won the public sympathy, and several newspapers, realizing the justice of their demands, championed their cause. The police, too, appreciating the peaceful attitude of the strikers, grasped the true situation, and kept close watch on the detectives and imported strike-breakers. All of this had its effect. On March 1, as we were able to report in last month's Carpenter, the Huck Manufacturing Co., through its proprietor, Oscar Huck, signed an amended agreement which had been submitted to it, calling for a minimum of 27½ cents an hour, with 30 cents for labeled goods. This was a great victory for the strikers, as this was the final minimum they had submitted to the employers before the cessation of work. By this agreement, which is to remain in effect until October, 1914, the union shop is also instituted.

This leaves but two firms at variance with the union men. The Quincy Journal says it is now time for them to come to terms. In its issue of April 7, it publishes the affidavits of several men who were lured to Quincy by advertisements inserted in the Chicago papers by Joseph Knittel, and who had been assured by Mr. Knittel that there was no labor trouble in that place, but who, when they

found out the true conditions, immediately returned home. In reference to this matter the Journal declares:

There is just one short, sure, quick, easy way out of all this trouble for Joe Knittel - and that is to unionize his shop. The minute that is done, all Knittel's troubles will end. The minute that is done, Joe Knittel starts on the up grade, and he will go up at good speed. Joe Knittel is on the down grade now and, in our judgment, he will keep going down until he unionizes his shop.

We understand that the Quincy show case people are all ready to come in line if Joe Knittel will come over. Joe is the fellow who, up to the present time, has been holding a compromise back.

Later on, we are perfectly confident, the Quincy Show Case works will get in line and unionize its shop, whether Knittel does or not. But the Journal wishes to see them both get in line and make a big success for themselves and a good thing for Quincy.

Look what Oscar Huck is doing!—using more men now than when the strike was begun, and unable to meet the demands on his shop. Oscar Huck is sending out more work now than both of the other big shops put together.

And it asks:

Did Oscar Huck make any mistake in getting in line? On the contrary, isn't he getting his health back?—and hasn't he more work than he can do? Did the writer make any mistake in doing what he could to get Oscar Huck to fall in line? He did not! Wasn't it a good thing for the Huck Manufacturing Company and for Quincy laboring men and for Quincy, too, for that concern to get in line and unionize its shop? It certainly was. No human being can deny it.

In its principal editorial of April 8, under the heading, "The Time Is Ripe for Action," it says in part:

The Journal believes that the time is dead ripe to take up the matter of the adjustment of the labor troubles with the Quincy Show Case works. We believe that a mediation committee of good men should at once be organized, and this committee should at once take up the labor difference with the proprietors of the Quincy Show Case works. As we say, we believe that the time is dead ripe for this movement.

The proprietors of that factory have had ample time to think the matter over, and they are believed to be reasonable men; and if this be so, there is no reason why they may not amicably adjust their differences with their old workmen. We believe that the proprietors of that plant now see the advisability of unionizing their shop. They have seen how immensely profitable this move has been to Oscar Huck; and they must know that a like course would benefit them in like manner.

We confidently believe that if the four show case factories in Quincy were working harmoniously as union shops, the output of these factories would be quadrupled in the course of two years.

Business men of Quincy, the time is dead ripe for you to act. And if you will act, you will surely succeed. What a chance you have now by prompt action to do a great upbuilding work for yourselves and for the city of Quincy! Every good reason prompts you to act. It is a kindly thing to do—a highly moral thing to do, as well as the proper thing to do, to bring about industrial peace in Quincy. Every human being in the town knows that strife and contention hurt us all. And every human being in town knows that industrial peace will help up all. The Journal, with kindness toward all, with charity for all, lifts its voice for industrial peace. The Journal would not be the true friend of this town if it did less.

Good people of Quincy let us get together and act for the good of all concerned. We can have lasting peace in Quincy if we will unionize our shops; and after we have done that, our working men will increase and multiply in number, and in time our factory output will be increased an hundredfold.

People of Quincy, the time is propitious and the Journal pleads with you to act for the good of all concerned.

We hold that, in a time like this, it is the duty of every local daily newspaper to raise its voice in behalf of the common good.

Thus we have the results of a properly conducted strike. The men have won several influential newspapers and the public to their side by their orderly conduct and their refusal to be provoked by armed thugs and detectives. It is true, they had a more reasonable press and public to deal with than are found in many places. But that they were able to attain their ends, as they so far have done, was mainly due to the fact that they adhered to true trade union principles, striking only as a last resort, after weeks of effort to obtain some satisfactory recognition from their employers, holding fast together when the strike had been declared, and refraining from acts of violence while the strike was on.

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A Bit of Carpenters' History

The following extract from Chapter I of the "History of Typographical Union No. 6," which was reviewed in the March

issue of The Carpenter, should prove of interest to the members of the Brotherhood:

Pioneer Temple No. 1, House Carpenters' Protective Association, although organized in March, 1844, had not accomplished as much in the way of establishing a just rate of wages as it desired, but the general struggle of 1850 served to strengthen its original aims. It was a secret order, having rites, ceremonies, grips, signs, and passwords. Most of the men who founded it had previously belonged to various carpenters' societies, which rarely existed in a flourishing condition for more than six months. Anxious to avoid the rocks on which these preceding associations had split, they formulated a series of principles that never before had been put into execution by a union of these workers. They declared that "(1) the interests of the employer and employe are one and the same when properly understood; therefore the interests of the trade require that they should act together to overthrow those obstacles which depress labor. Acting on this principle any competent carpenter of sober, industrious habits is eligible for membership in the association. That (2) a knowledge of the principles of the science of mechanics and architecture as applied to house carpentry is very essential to the perfecting of every carpenter in the knowledge of his business and as it is natural to suppose, those who best understand their business will generally receive the highest wages, we feel it to be our interest to promote this knowledge among our members." To effect this object the discussion of questions pertaining to mechanical science was part of the regular business of the union on meeting nights, and much valuable information to the members was thereby acquired.

Seven hundred members of this organization assembled on March 1, 1850, and decided to seek a raise in wages. Pursuant to such resolution application had been made at the different workshops for this advance. In some instances the increased scale was granted, while in others it was refused conditionally. On March 8 an adjourned meeting was held at American Hall, Broadway and Grand street, to receive reports from a committee that had been appointed to confer with the employing carpenters. It was stated by the committee that many employers had consented to raise the price to $1.75, but that others demurred till examples were generally set. Considerable discussion ensued as to the nature of the advance. Whether it should be a uniform rate of $1.75 or an increase of 25 cents on existing rates, which varied from $1.25 to $1.50 per day. The resolution of the former meeting to strike for a uniform rate of $1.75 was put and carried amid loud cheering. It was further agreed to assemble on March 11th for the purpose of a public demonstration by procession through the streets and a visit to the different jobs. Likewise it was determined that the men should return to work on March 12 for employers who consented to the advance, and that the others should hold out till their terms were agreed to. A good-sized gathering of journeymen convened on the evening of March 11 at Convention Hall in Wooster street. At that meeting the reading of the names of 52 firms who had agreed to pay $1.75 was greeted with applause. Steps were also taken to effect a more cohesive organization.

Not long after the attainment of this improved condition, apathy began to appear in the ranks of the carpenters. In May, at a regular session of the union, this listless feeling was reprobated by a number of members. A report was submitted to the effect that several employers had cut wages to $1.62½ a day. President M. Harris then advocated the opening of co-operative shops as a means of accomplishing the requirements of the journeymen. The subject was discussed by others, but a conclusion was not reached.

As the building season waned, two rates prevailed in the trade—$1.62½ and $1.75 per day. This fact developed at a meeting which took place on December 6 when reports were received from 25 shops showing that there were both minimum and maximum rates, while in one shop, where the employer had attempted to reduce the price to $1.50, the men had struck.

At the same meeting a plan was submitted for reducing the hours of labor to eight per day and securing houses at a reasonable figure for members of the trade. Consideration of this subject was deferred and at subsequent meetings considerable debate on the eight-hour question was indulged in, but without decisive action.

The matter of wages again received attention at the February, 1851, meeting of the association, when the scale committee, while urging against recourse to strikes, suggested the enrolling of 1,500 men pledged not to work for less than $1.87½ per day from the 10th of March to the 10th of November.

The above shows clearly the condition of the carpentry trade and carpenters' organization in New York City ten years before the Civil War. Even then the necessity of united and collective action was realized by the men in the trade, but we see that the attempt at permanent organization was an uphill fight, apathy, indifference, and set-backs of various kinds all operating at certain intervals to make the work the more difficult. When we look back to those days, we realize the great advances that have been made by the trade organizations in the intervening sixty years.

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General Treasurer,
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First Vice-President,
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General Executive Board,

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Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 616 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved that it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities

Report of General President Kirby for Months of February and March, 1913

April 7, 1913.

To the Officers and Members of the General Executive Board—Greeting:

In submitting to you this, my first, report, for the two months ending March 31, 1913, I wish to place before you, as near and as clear as within my power, the true conditions of some of the matters that our organization is now facing. In the first place, perhaps at no time in the history of the organization has there been so many requests for the sanction of trade movements together with the request for financial assistance. All these matters will be referred to you for you to deal with, and perhaps never before has there been so many requests made to this office for the assistance of organizers. I have had during the last two months several hundred applications for organizers and many more applications for their assistance. I have been unable, so far, to assign organizers to organizing work—their time being largely consumed in trade movements and other matters affecting the Brotherhood. The effect of this work cannot yet be appreciated, and time is the only true recorder of facts and conditions.

Perhaps no one subject affects our organization so generally as the litigation now pending in the courts of Denver, Chicago, and New York City. Some of these cases have been running for a considerable length of time, and I set about to familiarize myself with them for your benefit and the general organization as well. I shall take up the three cases and endeavor to show you the exact standing of our organization in each case, insofar as I have been able to secure the information from the attorneys dealing with same.

Denver, Colo.

On March 31, I addressed Henry J. Hersey and asked him to furnish me with a concise statement of each case he was dealing with; when the cases were filed; the amount involved, and what decisions had been rendered for and against us. On April 4 I received the following communication from Mr. Hersey:

Denver, Colo., April 4, 1913.

Mr. James Kirby, Gen. Pres., Carpenters' Building, Indianapolis, Ind.:

Dear Sir—I am in receipt of yours of the 31st ult. and in reply would say that I take pleasure in giving you the information you desire in reference to the several suits pending against your members.

There were seven suits instituted by the Amalgamated Society and its members in the District Court here as follows:

1. The first of these was a replevin suit to recover possession of certain personal property such as banners, desk, books, etc., and by stipulation a judgment for costs was entered against your members here and the books, etc., turned over to the Amalgamated Society. This suit was instituted and concluded before I represented your members, and I had nothing to do with that case.

2. The second suit was a mandamus suit in which Mr. Williams, the attorney who had the replevin suit, was employed in the preliminary stage, and then when he could not go further with it, I was employed. This suit was begun in January, 1909. The amount involved was a little over $2,700.00 and interest. This suit I won.

3. The third was a damage suit for $6,000.00, in which they prayed for body execution against your members, which meant that if they secured judgment against your members they would have to go to jail for a year or less until they paid the judgment. This suit was begun on February 1, 1909, and was in the first instance before a jury on March 25, 1910, when upon the impaneling of the jury and the first witness being sworn and the first question being asked, I demurred and the court sustained my demurrer, which practically settled that suit for the time.

4. The fourth suit was for damages for $2,500.00 and originally a part of the suit last above mentioned. The amended complaint in this suit was filed April 4, 1910. In this suit they also prayed for body execution against your members, but after numerous hearings on demurrers which I filed and argued in each of which the court sustained me. The court finally, on April 17, 1911, gave judgment for your members, the defendants, and dismissed the cause at the plaintiffs' costs. This suit the Amalga-

mated Society took to the Supreme Court, where it is now pending.

5. The fifth suit, really the third in chronological order, was an injunction suit involving about $2,800.00, which was begun on March 8, 1909, and numerous hearings were had thereon and evidence taken both on the application for preliminary injunction and final injunction until April 1, 1910, when the decree was signed in the District Court finding for plaintiffs and granting a perpetual injunction. This case I appealed to the Supreme Court and it was finally transferred to the Court of Appeals, where it is now pending.

6. The sixth suit was for an accounting and was begun in the District Court on March 25, 1910, and while no special amount, being an accounting suit, was stated, yet it was for approximately for $3,500.00. This case, after numerous hearings and trial and taking of evidence, was finally determined in the District Court in favor of the plaintiffs on January 19, 1912, when a decree giving judgment to the plaintiffs for $3,491.00 and costs was entered. This suit I took to the Supreme Court on writ of error, and it is there now pending.

7. The seventh suit was begun in the name of one of the Amalgamated Society's members, Joseph Poole, on August 4, 1910, and asked for damages in the sum of $5,000.00 After numerous hearings in the District Court the cause was on September 25, 1911, dismissed at the plaintiff's costs.

You will see therefore that of these seven suits I have been employed in six, and that I have only lost two and have won four. The amount involved in these six suits added together makes over $22,000.00 and the amounts of the four suits I have won added together makes over $17,000.00, so I have succeeded to the amount of $17,000.00 out of the $22,000.00.

Of the foregoing six suits in which I have been employed, three are now pending in the Appellate Courts, two in the Supreme Court and one in the Court of Appeals. Two of these, numbered 5 and 6 above, I appealed, and the other one, 4 above, the Amalgamated Society appealed. The one numbered 5 above is all briefed and ready for oral argument when it shall be reached, which I think will be about next fall or winter.

The one numbered 6 above I am now preparing the abstract of, which has to be made from the transcript of record filed and then printed in pamphlet form. I expect to have this done by April 15, and then within forty days after that I will have to prepare and file a printed brief of my argument, after which the Amalgamated Society attorneys will prepare and file their printed brief, and after that I will prepare and file a printed reply brief. The case will then be ready for oral argument when reached, which will probably not be for a year or eighteen months.

In the suit the Amalgamated Society appealed to the Supreme Court, number 4 above, they have already prepared their abstract and brief and I have to prepare and file my brief about May 1, after which they will prepare and file a reply brief when that case will be ready for oral argument when reached on the docket, which probably will not be for a year or eighteen months.

In these three cases in the Appellate Courts a great deal of work has been done not outlined above. There has been several motions and briefs for and against the motions and matters of that sort.

Mr. Cole called today and I had a long conference with him and went over these matters generally with him, as I had gone into details before and he was perfectly familiar with them, so did not go into details so much with him at this time.

You will see from the foregoing that I expect to have all the briefs, unless something unexpected comes up, in by June and then the cases will simply wait for oral argument, and I will have nothing to do on them until the time comes to prepare for oral argument.

Trusting that the foregoing is the information you desire and will be satisfactory, I am, with best wishes,

Yours truly,

HENRY J. HERSEY.

On March 8 I received a bill from our attorneys in New York City. Not being familiar with the same, I took no action but visited New York City, and, in company with Board Member Guerin, Secretary Neal of the New York District Council, and Organizer Cook, called upon the lawyers and went over the cases in detail. The case of John Savage, as president of the J. D. C. of the U. B. of C. & J. of A., and the A. S. of C. & J. of A. against Henry A. Potter as president of the American Anti-Boycott Association was instituted on the contention that the Anti-Boycott Association was an illegal association and a suit was instituted for the purpose of dissolving

same. The substance of the ruling of the court is as follows:

That the plaintiff has not suffered irreparable damage nor is such damage imminent.

—And as Conclusions of Law—

1. The plaintiff is not entitled to an injunction against the defendant because it has not suffered any irreparable damage by reason of the acts complained of.
2. The plaintiff is not entitled to an injunction against the defendant because it has an adequate and complete remedy at law for any alleged wrong it may have suffered.
3. That the complaint should be dismissed on the merits.
4. That the American Anti-Boycott Association has violated Section 280 of the penal law since September 1, 1911.
5. That the organization of the American Anti-Boycott Association tends to provoke and induce the bringing of litigation.

I accordingly direct judgment for the defendant, dismissing the plaintiff's complaint on the merits, with costs.

J. F. J. S. C.

This practically amounts to the fact that the court holds the Anti-Boycott Association an illegal institution and has violated certain penal laws of the State. Thus the object sought was practically obtained when the Court ruled that the Anti-Boycott Association was an illegal institution.

In order that the other cases pending in New York may be more fully understood by the members of the Board, on March 25, I addressed the following communication to Charles Maitland Beattie and of which I enclose you his answer:

Indianapolis, March 25, 1913.

Chas. M. Beattie, Morton Bldg., 116 Nassau St., New York City, N. Y.:

Dear Sir—Continuing along the lines of our conversation recently held in your office, at which Mr. Maloney was present, I take this opportunity to ask you to furnish me with a short brief and concise statement of each case pending in the New York courts against the United Brotherhood of Carpenters and Joiners of America. I have in mind, however, only such cases as are being financed and looked after by the General Office. I think that I sufficiently explained to you my desire for this information, and my delay in not asking you before was owing to the fact that perhaps some other subject might arise in the meantime. The Board will meet on the 7th of April and the whole matter will then be laid before them.

With kind regards, I remain,

Sincerely yours,

JAMES KIRBY,

General President.

New York, March 31, 1913.

James Kirby, Esq., General President, Carpenters' Bldg., Indianapolis, Ind.:

Dear Sir—The following is a brief account of the cases now pending which are being financed by the General Office, sent in accordance with the request contained in your favor of March 25:

Cases in which Mr. Maloney and myself are retained:

1. Irving & Casson vs. Neal et al.:

This action was begun in April, 1910, in the United States Circuit Court, for injunction against many officers of the Brotherhood, including the General President and General Secretary. A temporary injunction was obtained at the outset. Much evidence has been taken in the interim here and in Boston. The evidence was concluded on both sides on March 7 last, and the trial will now be held on the evidence taken.

2. Paine Lumber Co. vs. Neal et al.:

This case was brought in March, 1911, also in the United States Circuit Court, against many officers of the Brotherhood, including the General President and General Secretary. Evidence has been taken at length in this city, Oshkosh, Bristol, Tenn., Philadelphia, and Indianapolis. The hearings are not yet concluded, but they probably will be in the course of the next two weeks.

When the United States Circuit Court was recently abolished these cases were transferred to the United States District Court, where they are now pending. There have been many side moves in both, including an appeal in the Paine case from the preliminary injunction, and efforts of the American Anti-Boycott Association to commit some of our officers for contempt in the Paine case.

3. Newton Co. vs. Erickson et al.:

This action was begun in the New York Supreme Court in October, 1910. The case went up on appeal from an order of injunction. Depositions were taken here and at Indianapolis. A trial lasting three days before Judge Stapleton resulted in a judgment of permanent injunction. An appeal has been taken and the appeal papers have been printed. These papers have to be passed upon by Judge Stapleton before the case can be heard in the higher court. They have

been in his hands for some time, without action. That appeal may be heard in May, if the judge passes upon the papers in time. Mr. Maloney was not retained in this case with me until June 21, 1912.

4. Bossert et al. vs. Dhuy et al.:

This action was begun in October, 1911, in the New York Supreme Court. Ineffective proceedings were also brought in this action by the American Anti-Boycott Association to have two of our members adjudged in contempt. In denying this motion Judge Crane rendered a notable decision, which says in effect that all we do in these cases we have a right to do. This trial took over two weeks in January last before Judge Putnam. Briefs were submitted on February 21, but Judge Putnam has not yet rendered a decision.

5. Savage, as president of the J. D. C., vs. Potter, as president of the American Anti-Boycott Association:

This action was begun in the New York Supreme Court in November, 1911, by us to enjoin any further actions of the American Anti-Boycott Association against us. This case was tried before Justice Ford last October, who subsequently refused to grant an injunction, but he held the American Anti-Boycott Association is guilty of crime in carrying on these actions against us. We have appealed from this decision and are now getting the record ready for the higher court.

Actions Which I Am Defending Alone:

6. Parshelsky Bros. vs. Dhuy et al.:

This action, which is similar to the first four named for injunction was begun in April, 1912. Evidence has been taken on deposition and the case has come up for trial, but the trial was deferred first by the court and then by action of counsel while awaiting decision in the Bossert case.

7. Tisdale Lumber Co. vs. Stock et al.:

This is another of these injunction suits which was brought in the New York Supreme Court in December, 1911. Preliminary injunction was issued as in all the other cases, but when it came up for trial, as the Bossert case was ahead of it, we went on with that, and I have not pressed this case for trial, expecting an early decision in the Bossert case.

8. Morris Drazen Litigations:

He began two actions in April, 1909, against the General President and Local 774, in each of which he asked $25,000.00 damages for expulsion, including charges of assault, libel, slander, etc. One of these was practically killed on a motion made by me. The other he has been fighting in ever since, and I am now appealing from a recent order he obtained. He meanwhile brought mandamus proceedings, in which he was finally defeated. But the other reinstatement action and for damages is likely to go on for some time.

9. Moelter vs. Bottsford-Dickinson Co., city of New York, et al.:

This action was brought to test Section 3 of the labor law of this State, so as to increase the wages of our men who do mill work for public buildings. Much of our evidence is at Hornell, N. Y., and when the case came up for trial Mr. Bohnen, who had charge of it, could not get the men we wanted from that city. He had to ask an adjournment. Meanwhile a case quite similar has been brought by the granite cutters against the city of New York, and owing to the death of Mr. Bohnen, and a probable decision on the law in the granite cutters' case, I considered it advisable not to again prepare for trial in our case, as it may not be necessary. The city will no doubt give us what we want if the granite cutters' decision, which is expected next month, is in our favor.

If there are any further details required, I shall be pleased to send them.

With kind regards,

Sincerely yours,

CHAS. MAITLAND BEATTIE.

Chicago, Ill.—There has been little done in the Anderson & Lind Manufacturing Company suit against the District Council of Chicago since Board Member Potts and myself visited Chicago. The case is not yet closed.

In conclusion I wish to say that some policies should be outlined at this Board meeting to govern the General Officers in their dealings with these cases. Many times matters of seemingly small importance develop into cases of great magnitude, and the local officials soon find them beyond their control. At the same time they may have incurred expenses and obligations that are, perhaps, not to the best interest of the general movement, they being governed strictly by matters of a local nature, and I urge that some steps be taken that the General President may act in accordance with the wishes of this Board in dealing with matters of that character.

Of the many matters referred to me by the February meeting of the Board,

all have been attended to and all will be reported to you in the regular way. I was instructed to visit Los Angeles to attend the General Conference of International, local and State building trades representatives. Let me say that owing to having just assumed the office of General President, I felt I could not, in justice to the organization and myself, leave the General Office at that time, and therefore instructed General Secretary Duffy to attend the conference in my place. Brother Duffy visited Los Angeles and I herewith submit to you his report of the meeting held:

"Los Angeles, Cal., Feb. 20, 1913.

To the General Conference of International, Local and State Building Trades Representatives—Greeting:

Your committee, acting under your instructions, held a prolonged meeting at the King Edward Hotel on above date, all members being present. During the meeting, the unorganized condition of the building trades artisans of Los Angeles City and county, was discussed from all angles.

The past organizing campaigns in this city and county were reviewed with the view of guarding against making the same mistakes that were made on those occasions; it is the unanimous opinion of your committee that the International representatives could not or cannot successfully organize the building trades men in this, or, in fact, in any other territory, without the sincere co-operation of the State and local Building Trades Council, the local business agents and the Local Unions.

With this co-operation assured us, we respectfully submit for your consideration, the following plan which we believe will result in the desired end: namely, a united and effective local Building Trades Council, and strong and effective Local Unions of each bona fide International Building Trades organizations:

1. That each International organization affiliated with the Building Trades Department shall compel its Local Unions or union to immediately affiliate with the local Building Trades Council.

2. That the local Building Trades Council shall compel any and all affiliated independent Local Unions to immediately affiliate with their respective International organizations.

3. That all trade movements be deferred for at least six months or one year, and no trade movement shall be undertaken by any affiliated unions in the future without sanction of their respective International organizations, and the State and local Building Trades Councils.

4. Each affiliated International organization shall send an organizer to Los Angeles to stay at least three months and work under the instructions and report to the president of the Building Trades Department or his representative; said organizers shall meet at the Labor Temple, Los Angeles on Tuesday, April 1, at 9 a. m.

5. The President of the Building Trades Department shall come to Los Angeles and shall have sole supervision over all organizers; he shall call meetings of said organizers as often as is necessary in his judgment. There shall be one general meeting held each week when each organizer shall report, in detail, all work done by him, all meetings attended, and the results attained therefrom. Said detailed reports must be sent to the office of the Building Trades Department at Washington, D. C. The General Secretary shall mail copy of said weekly reports to each affiliated international organization and to the State Building Trades Council of California. In the event of the inability of the President of the Building Trades Department to come to Los Angeles on April 1, he shall send a representative vested with power to act for him, said representative to stay at least three months.

6. The President of the Building Trades Department, or his representative, shall assign the organizers to attend the meetings of the Local Building Trades Unions each week and change them weekly so that different organizers shall address the meetings each week. Your committee is of the opinion that it would be unwise to lay down any set plan for the organizers to follow in their work of organizing, and deem it of moment that this be left in the hands of the President of the Department or his representative, who can thereby act in accordance with the conditions as they may change from time to time. We believe this will bring about the best results; we also believe that the organizing work should be done with the least possible amount of publicity, excepting that the number of members initiated by each Local Union should be published in the newspapers after each meeting.

Respectfully submitted,
FRANK DUFFY,
F. J. McNULTY,
M. O'SULLIVAN,
J. F. CLARK,
W. J. McSORLEY,
Committee.

The foregoing report was amended by providing that the conditions imposed in the third section shall not apply to local organizations that have prior to the assembling of the present conference prepared demands for presentation of their employers, which new demands have received the sanction of the International Union under which it is chartered and the Building Trades Council.

(Endorsed by conference February 21, 1913.)

Let me say that I have assigned Organizer Loos to Los Angeles for the purpose of following out the instructions of the Conference, and it is too early to predict just what the results will be. I feel, however, that nothing but good can come of the movement.

For some time past, disputes have arisen between the Brotherhood of Carpenters and the machinists over the erection of machinery. I took this matter up with President Johnston of the machinists with the idea that an adjustment or an understanding could be reached. Committees were appointed representing the Brotherhood and the machinists who met at this office for several days, but I am sorry to state that nothing came of their deliberations, and I wish here to express the belief that there is a demarcation line that could be drawn by the two organizations which would in my opinion eliminate the friction that now exists.

Owing to the fact that Vice-President Quinn was engaged in local matters in his home State, he did not wish to assume his office on the 1st of February, and I gave my consent to the delay until the 1st of April.

He, however, is now at Headquarters and prepared to take charge of his duties as prescribed in the constitution.

Thanking you, the officers of the organization, and the membership-at-large, for their support during the last two months, I beg to remain,

Sincerely and fraternally yours,

JAMES KIRBY, General President.

Proceedings of the Second Quarterly Session, 1913, of the G. E. B.

During the interim between the February and April sessions, the following matters were acted upon by correspondence:

Indianapolis, Ind.—Request from the D. C. for a donation of $776.15 to cover attorneys' expenses in the case of Wm. H. Quigley, indicted for perjury in connection with the dynamite case. The Board appropriates $776.15.

Cincinnati, O.—Request from the D. C. for an appropriation of one thousand dollars to assist in the fight for control over metal trim work being done in that city. The Board denies request for an appropriation, but decides to render financial assistance in support of the men actually out of employment as a result of this fight.

Quincy, Ill.—Request from L. U. No. 1366 for an appropriation to cover the difference between the money they have spent for strike benefits and the expense to which they have been put in shipping the numerous strike-breakers out of the city. The Board appropriates $300.00.

Indianapolis, Ind., April 7, 1913.

The second quarterly meeting of the G. E. B. was called to order on the above date by Chairman Kirby. Under the new law, Section 42, the G. E. B. consists of the G. P., G. S., G. T., First G. V. P. and one member from each division of the United States and Canada.

Members present: Kirby, Duffy, Neale, Martel, Blackmore, Ogletree, Guerin, Cole.

Communications were received from the Piano, Organ and Musical Instrument Workers' International Union of America relative to amalgamation of that organization with the U. B., also from the A. F. of L. on the same matter, asking that a conference be held in the near future so that a clear understanding can be reached as to amalgamation. It was decided that the matter be referred to the G. P., he to report results to the Board at the next meeting.

A telegram was received from representatives of the International Association of Machinists asking that a conference be held in St. Louis on Thursday, April 10, 1913. President Kirby is authorized to represent the U. B. on date mentioned.

Poughkeepsie, N. Y.—Request from L. U. 203 for sanction of a trade movement for an increase in wages of three cents per hour laid over awaiting the report of an organizer who was sent to Poughkeepsie to investigate conditions.

Halifax, Can.—Communication from L. U. 83 relative to a strike instituted in that city on April 1, in support of a movement for a minimum wage of forty cents per hour received. Action deferred until further information is received.

Ottawa, Ill.—Request from L. U. 661 for sanction of a movement for an increase in wages of five cents per hour and a new agreement. Sanction granted; financial aid to be considered later in accordance with the General Constitution as reports are received at the G. O. The G. P. is requested to send an organizer as soon as possible.

Newport, R. I.—Communication from the D. C. relative to a strike inaugurated in that city on April 1 in support of their movement for better conditions received as information and filed.

Muscatine, Ia.—Communication from L. U. 1069 relative to a strike in that city on April 1, in support of a movement for an increase in wages, received as information and filed.

Illinois Valley, Ill.—Request from the D. C. for sanction of a trade movement for a uniform wage rate in the district and better working conditions. The G. P. is requested to send an organizer into this district to fully investigate conditions and report to the General Office as soon as possible.

North Tonawanda, N. Y.—Request of L. U. No. 369 for sanction of trade movement for an increase in wages of five cents per hour, endorsed by the Niagara County D. C. Official sanction granted; financial aid to be considered as reports are received at the General Office.

Niagara Falls, Can.—Request of L. U. 713 for sanction of a movement for an increase in wages of five cents per hour, endorsed by Niagara Co. D. C. Sanction granted; financial aid to be considered as reports are made to the G. O.

Champaign and Urbana, Ill.—Request from L. U. 44 for sanction of a trade movement for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered as reports are made to the G. O.

Lafayette, Ind.—Request of L. U. 215 for sanction of a trade movement for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Danville, Ill.—Requests from L. U. 269 for sanction of a trade movement for an increase in wages of ten cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Keokuk, Ia.—Request of L. U. 523 for sanction of a trade movement for an increase in wages of ten cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Pacific Grove, Cal.—Request from L. U. 806 for sanction of a movement for an increase in wages of fifty cents per day. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Carbondale, Pa.—Request of L. U. 813 for sanction of a movement for an increase in wages of twenty-eight cents per day. Sanction granted; financial aid to be considered later as reports are received at the G. O. The trade rules are referred to the First G. V. P.

Santa Barbara, Cal.—Requests of L. U. 1062 for sanction of a movement for an increase in wages of fifty cents per day. Sanction granted; financial aid to be considered as reports are received at the G. O.

South Haven, Mich.—Request from L. U. 1080 for sanction of a trade movement for a minimum wage of forty cents per hour and a shorter work day. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Newton, N. J.—Request from L. U. 1124 for endorsement of a movement for an increase in wages and shorter hours. Sanction granted; financial aid to be considered as reports are received at the G. O.

Alpena, Mich.—Request of L. U. 1132 for endorsement of a trade demand for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Mason City, Ia.—Request from L. U. 1313 for endorsement of a movement for a five-cent increase in wages per hour. Sanction granted; financial aid to be considered as reports are made to the G. O.

Hobart, Ind.—Request of L. U. 1899 for sanction of a trade movement for an increase in wages of five cents per hour. Official sanction granted.

April 8.

All members present except Quinn and Post, Brother Quinn being delayed on account of flood conditions and Brother Post being detained in Wilkes-Barre on account of a trade movement pending in that district.

Boston, Mass.—Request of the D. C. for official sanction of a trade movement for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are received at the G. O.

Boston, Mass.—Request of L. U. 1393 (Wharf and Bridge Carpenters), endorsed by the D. C., for official sanction of a trade movement for an increase in wages of fifty cents per day. Sanction granted; financial aid to be considered later as reports are received at the G. O.

Dayton, O.—Request from the D. C. for financial assistance for our members who were affected by the flood and fire in that city. The Board appropriates five thousand dollars for the temporary relief of our members, to be spent under the supervision of the G. P.

Lawrence, Mass.—Request of the D. C. for endorsement of a trade movement for a minimum wage of fifty cents per hour. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Newton, Mass.—Request from the D. C. for sanction of a trade movement for an increase in wages from fifty to fifty-five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Northern, Mass.—Request from the D. C. for official sanction of a trade movement for an increase in wages from $3.28 to $3.50 per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

North Shore, Mass.—Request from the D. C. for endorsement of a movement for an increase in wages from $3.82 to $4.00 per day for outside men and increase of four cents per hour for mill men. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Portland, Ore.—Request from the D. C. for official sanction and financial aid in support of a trade movement for an increase in wages of fifty cents per day. Sanction denied on account of the demand not having received the necessary two-thirds vote, also on account of the unorganized conditions in Portland.

Tri-City, Ill.—Request from the D. C. for sanction of a trade movement for a new agreement and increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Muskegon, Mich.—Request of L. U. 100 for official sanction of a trade movement for an increase in wages of seven and one-half cents per hour, laid over from the February meeting to get the endorsement of the D. C. The D. C. having approved of the movement, the Board grants the official sanction desired, the question of financial aid to be considered later as reports are made to the G. O.

Bridgeport, Conn.—Request of L. U. 115 for official sanction of a trade movement for an increase in wages of fifty cents per day. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Bay City, Mich.—Request of L. U. 116 for sanction of a movement for an increase in wages of five cents per hour and Saturday half holiday. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Terre Haute, Ind.—Request of L. U. 133 for sanction of a trade movement for an increase in wages from forty to fifty cents per hour. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Youngstown, O.—Request of L. U. 171 for sanction of a trade movement for an increase in wages from $3.50 to $4.00 per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Geneva, N. Y.—Request of L. U. 187 for sanction of a trade movement for an increase in wages of seven and one-half cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Knoxville, Tenn.—Request of L. U. 225 for sanction of a trade movement for an increase in wages of five cents per hour and the eight-hour day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Vincennes, Ind.—Request of L. U. 274 for sanction of a movement for an increase in wages of five cents per hour and reduction in working hours from nine to eight per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O. The G. P. is requested to send an organizer to Vincennes before May 1.

Boone, Ia.—Request of L. U. 315 for sanction of a trade movement for an increase in wages of five cents per hour and an appropriation of $200.00 for organizing purposes. Official sanction granted and the request for an appropriation denied.

Grand Rapids, Mich.—Request of L. U. 335, endorsed by the D. C., for sanction of a trade movement for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Reading, Pa.—Request of L. U. 492 for sanction of a trade movement for an increase in wages of five cents per hour and reduction in working hours from nine to eight per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Saranac Lake, N. Y.—Request of L. U. 600 for official sanction of a trade movement for an increase in wages from $2.50 to $3.00 per day, the eight-hour day and closed shop. Sanction denied, as the members of the Local Union did not cast a two-thirds vote in favor of the demand, in accordance with Section 143 of the General Constitution.

Sheboygan, Wis.—Request of L. U. 657 for sanction of a movement to establish the seven-hour day from November 1 to March 1. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Quebec, Can.—Request from L. U. 730 for an appropriation for organizing purposes. Board Member Martel submitted a report on conditions in that city and the Board decided to appropriate the sum of $150.00, same to be expended under the supervision of the G. P.

Jonquieres, Que., Can.—Request of L. U. 1338 for an appropriation for organizing purposes. On the report of Board Member Martel the Board appropriates $100.00, same to be expended under the supervision of the G. P.

Mt. Carmel, Pa.—Request of L. U. 711 for sanction of a trade movement for a ten per cent. increase in wages. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Dixon, Ill.—Request of L. U. 790 for official sanction of a trade movement for an increase in wages of five cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Putnam, Conn.—Request of L. U. 818 for sanction of a trade movement for a minimum

wage of $3.00 per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Beloit, Wis.—Request of L. U. 926 for endorsement of a trade movement for an increase in wages of five cents per hour and the establishment of the union shop. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Springfield, Mo.—Request of L. U. 978 for sanction of a trade movement for an increase in wages from thirty-seven and one-half to forty-five cents per hour. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Alliance, Ohio—Request of L. U. 1023 for endorsement of a trade movement for a minimum wage of forty cents per hour. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

LaCrosse, Wis.—Request of L. U. 1143 for sanction of a movement for an increase in wages from $3.00 to $3.20 per day. Sanction granted; financial aid to be considered later as reports are received at the G. O.

New Waterford, Can.—Request of L. U. 1204 for sanction of a movement to establish a minimum wage of $3.00 per day, an increase of fifty cents over the present rate. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Woodland, Cal.—Request of L. U. 1381 for official sanction in support of a movement to establish the eight-hour day. Sanction granted; financial aid cannot be considered on account of the L. U. not being organized one year, as per section 137 of the General Constitution.

Schenectady, N. Y.—Request of L. U. 1513 for sanction of a movement to join with other trades in establishing the eight-hour day. The Board grants the official sanction desired, providing the movement in the General Electric Company's plant is made general by the other trades.

Sydney, N. S., Can.—Request of L. U. 1588 for endorsement of a trade movement for an increase in wages of thirty cents per day for outside carpenters and reduction in working hours for millmen from ten to nine per day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Plymouth, Mass.—Request from L. U. 1591 for sanction of a trade movement for an increase in wages from $3.50 to $3.80 per day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

San Luis Obispo, Cal.—Request of L. U. 1632 for sanction of a trade movement for an increase in wages from $3.50 to $4.00 per day. Sanction granted; financial aid to be considered later as reports are received at the G. O.

Boston, Mass.—Request of L. U. 1671 for official sanction of a trade movement for an increase in wages from $3.50 to $4.00 per day. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Toronto, Ont., Can.—Request of L. U. 1820 for sanction of a trade movement to establish a minimum wage of forty cents per hour for millmen and nine-hour day, endorsed by the Toronto D. C. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

A telegram was received from Brother Post stating that the contractors in the Wyoming Valley district, with the exception of Pittston, had signed up, and that he expected to be present at the Board meeting on Thursday, the 10th.

April 9, 1913.

All members present except Post, Neale and Potts, Brother Post being detained in his home district on account of a trade movement, and Brothers Neale and Potts having gone to Dayton, Ohio, to investigate flood conditions in that city.

Grand Rapids, Mich.—Request of L. U. 335 for an appropriation for organizing purposes. The request is denied and the matter of organizing referred to the G. P.

Muncie, Ind.—Request of L. U. 592 for an appropriation for organizing purposes, laid over from the January meeting of the Board. The request is denied, the question of organizing work referred to the G. P.

St. John, N. B., Can.—Request of L. U. 919 for an appropriation for organizing purposes. The Board denies the request and refers the matter of organizing to the G. P.

Saskatoon, Sask., Can.—Request of L. U. 1390 for an appropriation for organizing purposes. The request is denied, the question of organizing work referred to the G. P.

Cabo Rojo, P. R.—Request of L. U. 1455 for a donation to assist them in their present difficulties. The request is denied, as the Board has no authority to make such donations.

Martins Ferry, Ohio—Request of L. U. 1729 for donation to assist members on strike. The request is denied, as the Local Union has not been organized the length of time required by section 137 of the General Constitution.

Regina, Sask., Can.—Request of L. U. 1867 for an appropriation for organizing purposes. The Board appropriates the sum of $200.00, same to be expended under the direction of the G. P.

Pt. Colborne, Ont., Can.—Request of L. U. 1168 for donation to cover amount raised by the L. U. to pay funeral expenses of a member who was not entitled to funeral donation at time of death. The request is denied, as the Board has no authority to comply with same.

Dayton, Ohio—Communication from the D. C. in regard to an appropriation made by the G. E. B. for strike benefits and the expenditure of same laid over until next meeting.

Baltimore, Md.—Request from the D. C. that

the funds of the U. B. on deposit in the First National Bank of Baltimore be withdrawn on account of the refusal of said bank to recognize Union Labor on repair work done on their building. The request is granted.

Hudson Co., N. J.—Communication from the D. C. relative to contract awarded to a non-union concern in Jersey City for the furnishing of the mill work on a hospital to be erected in Troy, N. Y. The Board grants the request made by the D. C., to the effect that the members working on said job be asked to give all assistance possible to the Hudson County D. C. by not handling the material in question.

A communication was received from the Secretary of the Building Trades Department of the American Federation of Labor, requesting that some action be taken towards providing for compulsory affiliation of Local Unions of this U. B. with local Building Trades Councils. Laid over until next meeting.

A communication was received from the Secretary-Treasurer of the Western Federation of Miners, enclosing copy of an appeal for aid in defense of Clarence S. Darrow and requesting that said appeal be forwarded to our Local Unions and published in the official journal. The appeal is endorsed and ordered published in The Carpenter.

Pittsburg, Kan.—Request of L. U. 561 for ruling as to correct method of filling out a new due book when the old one is entirely used up. The G. P. ruled as follows on this point: "When a member's due book is filled, the new one should be made out the same as the old one, and marked "renewed," and the new book should be signed by the president and financial secretary of the local issuing same. This is for the purpose of perpetuating his membership." The Board concurs in the ruling made by the G. P. and rules that the word "renewed" must be written on the inside cover, first page of the due book.

The Board rules that the first assessment of twenty-five cents per quarter on all members in good standing, provided for in Section 74 of the General Constitution in effect March 1, 1913, becomes due and payable on June 30, 1913, and every quarter thereafter.

Westerly, R. I.—Request of L. U. 217 for sanction of a trade movement for minimum wage of forty-five cents per hour and the forty-four hour week, effective June 15. The Board grants the official sanction desired, the question of financial aid to be considered later as reports are made to the G. O.

Montclair and the Oranges, N. J.—Request of the D. C. for sanction of a trade movement to establish a minimum wage of fifty cents per hour, an increase of two and one-half cents over the present rate. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Quincy, Ill.—Report from L. U. 1366 relative to the strike of the mill men in that city. The report shows eighty-two men answering roll call daily and the Board appropriates the sum of $328.00 for their relief.

New Bedford, Mass.—Request from the D. C. for an appropriation for organizing purposes. The Board appropriates $150.00, same to be expended under the direction of the G. P.

Taunton, Mass.—Request of L. U. 1487 for an appropriation for organizing purposes. The request is denied, the matter of organizing referred to the G. P.

Newark, N. J.—Communication from the D. C. suggesting that members of suspended Local Union No. 1787 be allowed to join our organization on an initiation fee of $10.00. The G. S. is instructed to correspond with the D. C. and procure information as to whether it is the intention to admit these men just the same as new members, or to reinstate them and place them in full benefits at once.

Chelsea, Mass.—Appeal of L. U. 443 from the decision of former General President Huber on ruling on section 109, 1911 Constitution. The Board sustains the appeal and L. U. No. 9 is hereby instructed to pay over to the members in question, through L. U. 443, the $5.00 each that was charged in excess of the difference of initiation fees between L. U. 443 and L. U. 9.

White Plains, N. Y.—The G. P. submitted to the Board the papers in reference to the Westchester County's Carpenters' District Council, with a report from Board Member Guerin on same. The G. E. B. does not recognize the Westchester County D. C., as there are several Carpenters' District Councils within that county, and the only organizations that can be recognized are Local Unions, District Councils and State Councils.

Albany, N. Y.—Communication from L. U. 117 relative to the Peter Keeler Building Co., requesting that Resolution No. 59, page 803 of the Washington Convention, be enforced against this firm. The Board decides that wherever it is called to the attention of the G. P. that members of the U. B. are working for the above firm, the G. P. is directed to order our men taken off such work.

Brother W. E. Brown, representing the Carpenters' District Council, of Cincinnati, O., appeared before the Board relative to the unfair attitude of the Thompson-Sterrit Co toward our members in Cincinnati

Cincinnati, O.—The G. P. submitted to the Board a communication from the D. C. asking for information as to why the R. Mitchell Co. is not allowed to bid in Chicago, New York, St. Louis and Pittsburgh. The matter is referred to the 1st G. V. P. for investigation.

Seattle, Wash.—Communication from the D. C. requesting permission to admit members of the Shipwrights and Caulkers' Union under the same terms and conditions as members of the Amalgamated Society of Carpenters were admitted. The Board grants to the Seattle

D. C. permission to admit members of the Shipwrights and Caulkers and place them in good standing on the same basis as the A. S. men were admitted.

Kingsville, Tex.—Request of L. U. 1666 for financial aid to assist in the erection of a labor temple. The G. S. is instructed to inform the L. U. that the request is denied.

Boone, Iowa—Request of L. U. 315 for an appropriation of $200.00 for organizing purposes and to assist in trade movement. The request is denied, the matter of organizing work referred to the G. P.

Tacoma, Wash.—Request of L. U. 470 for an appropriation of $500.00 for organizing purposes. The Board appropriates $200.00 to be spent under the supervision of the G. P.

Victoria, Can.—Request of L. U. 1848 for an appropriation of $250.00 for organizing purposes. The Board appropriates $150.00 to be expended under direction of the G. P.

Detroit, Mich.—Request of the Wayne County D. C. for an appropriation of $10,000.00 for organizing purposes. The Board donates $500.00, the same to be expended under supervision of the G. P.

April 10, 1913.

All members present.

A telegram was received from the Boston District Council stating that U. B. men were out on Norcross work against the A. S. and requesting that the matter be taken up with our organization in Worcester and Montreal. Received as information and filed.

Hamilton, Ohio—Telegram from Business Agent Wilkins stating that local conditions were becoming very serious and requesting the services of a representative at once, was received as information.

Quincy, Mass.—Request of South Shore D. C. that L. U. No. 762 be compelled to reaffiliate with that body as per the decision of the G. E. B. July 18, 1912. As L. U. 762 has not as yet complied with the orders of the G. E. B. as per decision rendered under date of July 18, 1912, the G. E. B. orders said L. U. to reaffiliate with the South Shore D. C. on or before May 1, 1913. Failure to comply with same, the charter of L. U. 762 is herewith ordered revoked by the G. P.

Chicago, Ill.—Communication from the D. C. relative to a proposed demand for an increase in wages for the men employed in the manufacture of bar and office fixtures received as information and filed.

New Rochelle, N. Y.—The G. P. submitted to the Board the papers in connection with the Hubble Door Co. case, along with the recommendations of the deputy who made an investigation of said case. The Board concurs in the recommendations, which are as follows:

"Investigation Made by T. M. Guerin of the Hubble Door Co. Case.

"1st. I find that the letter to the Hubble Door Co., by Brady & McLaughlin, dated November 21, 1911, which states that the Hubble people were strongly union, is a misstatement of facts, as this letter was issued on November 21, 1911, and the New Rochelle, D. C., went out of business on October 20, there being no quorum in that body, they not being able to hold a meeting for one month.

"I also find that when the letter was issued November 21, 1911, one Louis Bender was working for the Hubble people and did not become a member of the U. B. until December 7, 1911.

"2nd. I recommend that the action of the past General Executive Board in the Hubble case be reconsidered and their action reversed on account of the letter sent to the general office by Local Union No. 718 on this matter.

"3rd. I recommend that the general office issue a letter to the New York D. C. and elsewhere, where need be, repudiating the Brady-McLaughlin letter to the Hubble Door Co. on the grounds that they had no authority to issue such letter or use the seal of the D. C., as District Council automatically went out of business, failing to meet from October 20, 1911, to November 21, 1911, or since, and that when letter to the Hubble people was issued Louis Bender was working in the Hubble shop with several others who were not members of the U. B.

"T. M. GUERIN."

The papers in the New Rochelle, N. Y., controversy were submitted to the Board, along with the recommendations of the deputy sent to New Rochelle in compliance with the decision of the Washington convention. The Board decided to concur in the recommendations as submitted to the G. P., which are as follows:

"NEW ROCHELLE DISTRICT COUNCIL MATTER.

"February 8, 1913.

"First—I find that no attempt had ever been made to form a D. C. in accordance with our laws.

"Second—That only a temporary conference was formed by Charles Bausher, Board member, and that the books of the old D. C. were never turned over to them.

"Third—I find they did not want a D. C. in New Rochelle and that the rules laid down by me, neither local would conform to.

"Fourth—As per instructions of the Washington convention to form a D. C., I have failed to do so, neither Local Union being willing to conform to the rules that were fair and just.

"Fifth—I recommend an audit of the books of both Local Unions and the D. C., and the General President ordered such audit.

"Sixth—I find that Frank Brady, Financial Secretary of Local Union No. 42, would not turn over the books of the Financial Secretary in court. He said they were left in the desk and he could not find them.

"Seventh—From information and the min-

utes of Local Union No. 42, I find they have been violating the constitution and laws of the U. B. for some time, paying, or rather crediting up members as paying dues when the same was not the case. By resolution in 1909 the local gave the Financial Secretary this power.

"I also find that the Local Union had given money from their treasury for political purposes and are paying one member a pension of $1.50 per week. They also have been loaning members money in thirty and fifty-dollar amounts, and doing business in a very poor manner.

"Eighth—I find that the F. S. of Local Union 718 was in arrears February 28, 1913, but paid up when I called his attention to it. I found that if a member of No. 718 owed dues for December and should pay a month's dues in February, that payment was credited up on the ledger as being paid in December.

"Ninth—I could get no trace of the old books of the D. C.

"Tenth—I recommend to the G. P. the issuing of a new charter and the revocation of the charter of Local Unions No. 42 and 718, which was done. The new Local Union, charter No. 350, will be instituted April 16, 1913.

"T. M. GUERIN."

Nashville, Tenn.—The G. P. submitted to the Board papers relative to an appropriation of $100.00 made by the Board in February for organizing purposes. The reports of the organizer were read and the action of the G. P. approved.

St. Joseph, Mo.—Request from L. U. 110 for financial assistance in their struggle for better conditions. The report of Organizer Michler on conditions in that city was considered and the Board appropriates $150.00, this amount to be expended under the supervision of the G. P.

The G. P. submitted a report from Organizer Gray relative to the strike of the men employed by the mining companies in Ely, Nevada and vicinity, and same was received as information and filed.

Birmingham, Ala.—Request of the D. C. for sanction of a trade movement for an increase in wages of seven and one-half cents per hour, again submitted to the Board, sanction having been denied at the February meeting on account of the apparent lack of interest in the movement. On the report of Board Member Ogletree, the Board decides to grant the official sanction desired, the question of financial aid to be taken up later as reports are made to the G. O.

Green Bay, Wis.—The report of Organizer Meller relative to the proposed trade movement of L. U. 1146 was received as information and filed.

Cleveland, Ohio—The G. P. submitted a communication from L. U. 1750 stating that whether they got the consent of the District Council or not they proposed to sign an agreement with their employers which would be satisfactory to them. When this Local Union was readmitted to the U. B. after their suspension, they promised in writing to abide by the laws of the organization and obey the orders given by the D. C. and the general office. The G. E. B. therefore rules that L. U. 1750 must obey the orders and instructions of the D. C.

Norwich, Conn.—Request of L. U. 137 for sanction of a trade movement for an increase in wages of five cents per hour. Official sanc granted; financial aid to be considered later as reports are made to the G. O.

Waterbury, Conn.—Appeal of L. U. 260 from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of the wife of John Oliver. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Cleveland, O.—Appeal of L. U. 1750 from the decision of the General Treasurer in disallowing the claim for funeral donation on the death of the wife of Sol Wolsky. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Newton, Mass.—Appeal of L. U. 1600 from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of Wm. S. Van Wart. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

San Francisco, Cal.—Appeal of Mrs. Rachel A. Perry from the decision of the General Treasurer in refusing to make check for funeral donation on the death of John L. Harned, late a member of L. U. No. 22, of San Francisco, payable to the sister of the deceased (Mrs. Perry) instead of the wife. The appeal is dismissed and the decision of the G. T. sustained, as the wife of a member is the legal heir and beneficiary of a member.

General President Kirby left for St. Louis to attend conference with Machinists and others, as per previous arrangement.

Philadelphia, Pa.—Vernon Fletcher presented credentials from the D. C. and appeared before the Board in regard to a trade agreement made with Geo. W. Smith & Co., of Philadelphia, Pa., said agreement calling for a forty-eight-hour week and a minimum wage of thirty-six cents per hour, which it is claimed New York refuses to recognize. Matter laid over awaiting information from New York D. C. and the G. S. instructed to wire for such information.

A detailed report from Board Member Potts relative to the flood situation in Ohio, particularly in Dayton and Hamilton, was received as information and filed.

Hamilton, Ohio—Communication from L. U. 637 relative to the damage wrought by the flood and the extent to which our members there suffered. The Board appropriates $1,000.00 for the relief of these members, same

to be expended under the direction of the G. P.

Middletown, Ohio—Communication from L. U. 1477 relative to flood sufferers received and referred to the G. P.

London, Ont., Can.—Communication from L. U. 1946 containing information relative to trade movement received. Referred to the G. S. to have schedule of inquiries submitted, as per the General Constitution.

Hampton, Va.—Appeal of L. U. 887 from the decision of the G. P., rendered February 18, 1913, in the case of L. U. 887 vs. L. U. 331 of Norfolk. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

April 11, 1913.

All members present except Kirby, who is in St. Louis attending a conference with the machinists.

Albany, N. Y.—Thos. Gilmore, representative of L. U. 117, appeared before the Board relative to stand taken by said union against lumpers and piece workers in laying floors.

Chicago, Ill.—Appeal of L. U. 504 from the decision of the General Treasurer in disallowing the claim for funeral donation on the death of Wm. Leibovitz. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

Arctic, R. I.—Request of L. U. 1831 for sanction of a trade movement for an increase in wages of twenty-eight cents per day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Salem, Ohio—Request of L. U. 1282 for sanction of a trade movement for an increase in wages of six cents per hour and reduction in hours from nine to eight per day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Erie, Pa.—Request of L. U. 284 for sanction of a trade movement to establish the eight-hour day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Birmingham, Ala.—Report from the D. C. relative to lockout in that city received as information and filed.

Poughkeepsie, N. Y.—Communication from L. U. 203 reporting 100 men on strike in support of movement for better conditions was laid over awaiting the report of the organizer sent to that city.

Macon, Ga.—Partial accounting from the D. C. for money appropriated by the Board for organizing purposes received, but as same is not satisfactory to the Board the G. S. is instructed to notify said D. C. that a full and detailed accounting must be immediately made as to how this apropriation was expended. This appropriation was made two years ago and that Board believes a final accounting should bave been made long ago. The unaccounted for balance to be returned to the G. O.

Jacksonville, Fla.—Complete accounting from the D. C. for an appropriation made by the Board for organizing purposes received and filed.

Los Angeles, Cal.—Complete accounting from the D. C. for an appropriation made by the Board in July, 1912, for organizing purposes received and filed.

Montgomery Co., Pa.—Complete accounting from the D. C. for an appropriation made by the G. E. B. for organizing purposes in January, 1912, received and filed.

New York, New Haven & Hartford R. R.—Accounting from the D. C. for money appropriated by the Board for organizing purposes received. The G. S. is instructed to notify said D. C. that the accounting is not satisfactory and that the unaccounted for balance must be returned to the G. O.

Norwich, Conn.—A telegram was received from L. U. 137 stating that a compromise to all parties concerned had been reached with the employers. Received as information and filed.

Philadelphia, Pa.—The matter of the trade agreement with Geo. W. Smith & Co., of Philadelphia, was again taken up, having been laid over from the previous day's session awaiting information from New York. As the agreement entered into with the Smith Co., of Philadelphia, Pa., is identical with the agreements entered into with similar firms in New York City, the G. E. B. rules that work done under said agreement must not be discriminated against by our members in the New York District.

The Board took up at this time that part of the report of the delegates to the Rochester Convention of the American Federation of Labor pertaining to the matter of the protection of our jurisdictional interests in connection with the independent union of millwrights in Buffalo, N. Y., referred to the incoming officers by the old Board. The Board refers the matter to the G. P.

The Board rules that the following sums shall be allowed to each member of the following convention committees, this to cover all wages and expenses. No overtime or other charges will be allowed:

Committee on Finance	$106.00 each
Committee on Appeals and Grievances	75.00 each
Committee on Constitutions	75.00 each
Committee on Resolutions	25.00 each
Committee on Organization	10.00 each
Committee on G. P.'s Report	10.00 each
Committee on G. S.'s Report	10.00 each
Committee on G. T.'s Report	10.00 each
Committee on G. E. B. and Trustee's Report	10.00 each
Committee on Union Label	10.00 each
Committee on Apprenticeship	10.00 each
Committee on Rules	5.00 each

Committee on Ritual ..... 5.00 each
Tellers at Convention ..... 5.00 each

All other committees not herein specified shall receive $5.00 each.

Communications from Brothers S. P. Meadows, W. E. Jolley, Henry W. Blumenberg, W. F. Brown and D. F. Featherston, members of the Constitution Committee at the Washington, D. C. Convention relative to overcharge for work done on said committee. The Board rules that in view of the fact said brothers have had a liberal allowance for overtime on said committee, the former decision of the G. E. B., rendered January 28, 1913, is reaffirmed and the G. S. instructed to notify these brothers to return the excess charges to this office.

Communications from Brothers C. C. Mowel and E. W. Van Duyn, members of the Committee on Appeals and Grievances at the Washington, D. C. convention relative to overcharge for work done on said committee. The Board rules that in view of the fact said brothers have had a liberal allowance for overtime on said committee, the former decision of the G. E. B., rendered January 28, 1913, is reaffirmed and the G. S. instructed to notify these brothers to return the excess charges to this office.

Communications from Brothers Wm. L. Hutcheson, D. J. Ryan, J. R. Pickle, members of the Committee on Finance at the Washington, D. C. convention relative to overcharge for work done on said committee. The Board rules that in view of the fact said brothers have had a liberal allowance on said committee, the former decision of the G. E. B., rendered January 28, 1913, is reaffirmed and the G. S. instructed to notify these brothers to return the excess charges to this office.

April 12, 1913.

All members present.

The G. P. submitted to the Board a communication from Secretary Atkinson of the Amalgamated Society of Carpenters having reference to the holding of a conference for the purpose of bringing about consolidation. Communications addressed by the G. S. to the American Federation of Labor and the Building Trades Department asking that central bodies and local building trades councils be notified to unseat the A. S. were also placed before the Board. The G. P. is authorized to appoint a committee to meet the representatives of the Amalgamated Society of Carpenters for the purpose of formulating plans of consolidation.

The question of the Amalgamated Carpenters in the various districts throughout our jurisdiction came before the Board in various forms and received due and careful consideration. The G. E. B. is anxious to do everything in their power to eliminate every dual organization to the United Brotherhood, but they find at the present time that the membership throughout the country have not taken advantage of the opportunities available to entrench themselves in such manner that they will be able to take aggressive action.

It is the opinion of the Board that every Local Union and District Council should at once affiliate with the local Building Trades Councils and the Central Labor Unions, to the end that the General Officers, when asking the support of the American Federation of Labor and the Building Trades Department, will not be confronted by the statements that our own Local Unions and District Councils are not complying with the laws that they are asking others to enforce for them, and if we hope to be successful and bring to our support the united labor movement, we cannot do otherwise than bear our share of the burden.

Boston, Mass.—Appeal of the D. C. for an appropriation of five thousand dollars to assist in the present controversy with the Amalgamated Society of Carpenters. Consideration of the request postponed until such time as the Boston D. C. makes application for affiliation with the local council of the Building Trades Department of the A. F. of L. in that city.

Yonkers, N. Y.—Communications from L. U. 273 relative to attitude of A. S. towards our organization received. The Board decides to render all assistance possible in controversies with the A. S. when the Local Union or District Council in question is affiliated, or has made application for affiliated with local councils of the Building Trades Department and central bodies of the A. F. of L.

Request of Massachusetts State Council of Carpenters for financial assistance in movement against the Amalgamated Society of Carpenters. The Board decides that financial aid will be granted to our Local Unions in the dispute referred to, provided said Local Unions and District Councils are affiliated with the local Building Trades Councils and central bodies where such disputes arise.

Vancouver, B. C., Can.—Application of the D. C. for official sanction and financial aid in support of a movement for an increase in wages, also a request for an appropriation for organizing purposes. The Board appropriates $500.00, same to be expended under the direction of the G. P. Action on the trade movement deferred.

Cincinnati, Ohio—Consideration of the request of the D. C. on the Board to take action against the Thompson-Sterritt Company deferred until such time as the Cincinnati D. C. makes application for affiliation with the Building Trades Department of the A. F. of L. in that city.

April 14, 1913.

All members present except Neale and Potts, who are in Dayton, Ohio.

Medicine Hat, Alta., Can.—Request of L. U. 1061 for official sanction and financial aid in support of a movement for an increase in

wages and reduction in hours from nine to eight per day. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Indianapolis, Ind.—Brothers S. P. Meadows and W. O. Sullivan, representing the Indianapolis D. C., appeared before the Board relative to trade movement for outside and inside men, which was laid over from last meeting as negotiations were under way at that time for holding conferences so as to reach an agreement with the employers. A partial agreement was reached between the contractors and the outside men, but no agreement with the mill men and manufacturers of trim. Matter laid over awaiting further information.

Oshkosh, Wis.—Request of L. U. 252 for sanction of a trade movement for an increase in wages of five cents per hour. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Beaver Valley, Pa.—Request of the D. C. for appropriation for organizing purposes. The Board appropriates $100.00, same to be expended under direction of the G. P.

Birmingham, Ala.—Request from the D. C. for an appropriation for organizing purposes, also request for the appointment of an organizer. The request for an appropriation is denied, and the matter of appointing an organizer referred to the G. P.

Scranton, Pa.—Report of Board Member Post on trade movement, referred to him by the G. P. for investigation as per action of the Board February 4, 1913, received and filed. Brother Post reports the movement has been adjusted with a five-cent increase in wages.

A communication was received from the John W. Ferguson Co., of Paterson, N. J., asking that a national agreement be entered into, which would protect the firm against any stoppage of its work until the dispute or controversy had been carefully investigated and efforts made to adjust matters peaceably. The G. E. B. cannot enter into an agreement similar to that now in effect between this company and the Bricklayers, Masons and Plasterers' International Union. The G. S. is instructed to notify the Ferguson Co. that if they comply with the trade rules of the locality in which they may be doing work and employ union men, this General Office will see to it that they get the protection desired.

New Castle, Pa.—Report of Board Member Post on conditions as he found them in New Castle received. The request for an organizer referred to the G. P.

Lower Anthracite, Pa.—Report of Board Member Post on conditions in the district received as information and filed.

Norristown, Pa.—Report of Board Member Post on trade movement of L. U. 897 received, showing that an agreement was entered into on March 28, 1913 for an advance in wages of five cents per hour.

Philadelphia, Pa.—The proposed trade movement of the D. C. for an increase in wages of five cents per hour, laid over from the February meeting for investigation, was again taken up, Board Member Post having submitted a report as to his findings. The G. E. B. grants the official sanction desired, the question of financial aid to be considered later as reports are made to the G. O.

Report of Board Member Post on Resolution No. 61 of the Washington convention, having reference to the mill situation in Philadelphia, Pa., received as information and filed.

New York, N. Y.—Appeal of Wm. Wagner from the decision of the G. P. in the case of Wm. Wagner vs. the New York D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Hamilton, Ohio—A communication was received from L. U. 637 containing a request for an appropriation for the temporary relief of the flood sufferers and a donation for organizing purposes. That part of the communication referring to relief for members is filed, as the G. E. B. has already appropriated $1,000.00 for that purpose. The request for an organizer is referred to the G. P.

Fall River, Mass.—Communication from the D. C. asking official sanction and financial aid in support of a movement for a minimum wage of forty-six cents per hour and the Saturday half holiday. Sanction granted; financial aid to be considered later as reports are received at the G. O.

Uniontown, Pa.—Request of L. U. 1010 for sanction of a trade movement for an increase in wages of twenty cents per day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

St. John, N. B., Can.—Request of L. U. 1413 for endorsement of a trade movement for a fifteen per cent. increase in wages for the woodworkers. Official sanction granted; financial aid cannot be considered, as the L. U. has not been organized the length of time required by the General Constitution.

Hartford, Conn.—A communication was received from L. U. 43, stating that the C. B. Maguire Co., of Providence, R. I., although recognized by our organization in Providence and in Boston, had refused to observe union conditions on their work in Hartford. The G. S. is instructed to notify the District Councils of Providence and Boston that it is their duty to enter into an agreement with this firm, whereby they will agree to observe union conditions in other places. Failing to get such an agreement, our members will not be allowed to work for this firm.

Montclair, N. J.—Appeal of L. U. 429 from the decision of the G. P. in the case of Wm. Russell, a member of No. 429 vs. the D. C., of Long Branch, N. J. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Portchester, N. Y.—Appeal of the Portches-

ter D. C. from the decision of the former General President in the case of J. A. Strambert vs. the D. C. of Portchester. The decision of the former G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

West Hoboken, N. J.—Appeal of L. U. 299 from the decision of the former G. P. in the case of Henry Berthoff vs. L. U. 299. The decision of the former G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Camden, N. J. Request of L. U. 1532 that the case of Chas. Van Leer vs. L. U. 1532 be reopened. The request is denied and the Board rules that the decision of the G. E. B. rendered February 7, 1913, must be enforced forthwith. For failure to do so, action will be taken against the L. U.

McAlester, Okla. —A complaint was received from L. U. 986 to the effect that Wilburton Local No. 1276 had not complied with the decision of the Washington Convention in the appeal of G. M. Cagle et al. vs. L. U. 1276. The G. E. B. authorizes the G. P. to suspend L. U. 1276 unless the decision of the Washington Convention in this case is complied with not later than May 1, 1913.

April 15, 1913.

All members present except Neale and Potts, who are in Dayton, Ohio.

Baltimore, Md.—Request of the D. C. for sanction of a trade movement to establish the union shop. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Utica, N. Y.—Application of L. U. 125 for official sanction of a trade movement for minimum wage of 50 cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Saranac Lake, N. Y.—Renewal of request for official sanction of a trade movement for an increase in wages from $2.50 to $3.00 per day, eight hours and the closed shop, sanction having previously been denied by the Board for the reason that a two-thirds vote of the members voting was not cast in accordance with Section 143 of the general constitution. Information received later shows that a second vote was taken in accordance with the general constitution, and the Board therefore grants the official sanction desired, the question of financial aid to be considered later as reports are made to the G. O.

Kenosha, Wis.—Brothers Hayward and Brown, representing L. U. 161, appeared before the Board relative to the appeal of Adolf Hinkforth et al. vs. L. U. 161 of Kenosha, Wis., and the decision rendered by the G. E. B. under date of February 7, 1913. On behalf of said L. U. 161, request was made that the case be reopened and reconsidered on the grounds that L. U. 161 acted within its rights when it fined the Milwaukee members for not depositing their clearance cards in said union after having secured work. The request is denied, as no reason was shown why the case should be reopened.

Joliet, Ill.—Brother McCoy, representing L. U. 174, appeared before the Board relative to strike pay claimed to be due members of said L. U. since last strike. Previous action of the Board reconsidered and $146.00 appropriated.

Nashville, Tenn.—Request of L. U. 41 for an appropriation for organizing purposes. The Board appropriates $100.00, same to be expended under direction of the G. P.

The audit and examination of the books and accounts of the G. O. for the first quarter of the year 1913 was taken up at this time.

April 16, 1913.

All members present.

New York, N. Y.—Communication from the D. C. relative to the Smith & Co. agreement of Philadelphia, previously acted upon by the Board, received as information and filed.

Boston, Mass.—Telegram from the D. C. relative to the controversy with the Amalgamated Society received as information.

Wyoming Valley, Pa.—Communication from the D. C. stating that the contractors belonging to the Builders' Association in Pittston had refused to sign the new trade rules and that fifteen members of the Pittston union were answering roll call daily. The Board appropriates $60.00 for their relief, a detailed accounting to be made to the G. O.

The examination and audit of the books and accounts continued.

April 17, 1913.

All members present.

San Antonio, Tex.—Trade movement of L. U. 14 for increase in wages, upon which action was deferred at the February meeting in order to give the G. P. an opportunity to investigate, was again taken up. Official sanction granted; financial aid will be considered later as reports are made to the G. O.

Mohawk Valley, N. Y.—Request of the D. C. for financial assistance for the members of L. U. 1478 of Dolgeville, N. Y., now on strike. The request is denied, as the movement was not sanctioned by the G. E. B.

Canton, Ohio. —Request of L. U. 143 for an appropriation for organizing purposes. The Board donates $200.00, same to be spent under the direction of the G. P.

Kennebec Valley, Me. —Report from the D. C. in regard to strike in Waterville, Me., received as information and filed.

Quincy, Ill.—A report was received from L. U. 1366 stating that eighty-five men were still answering roll call in the millmen's strike. The Board appropriates $340.00.

Chicago, Ill. —Request of the D. C. for sanction and financial aid in support of a movement for an increase in wages for the employed in the bar and fixture shops. Action

deferred awaiting detailed information in conformity with present laws as specified in the General Constitution.

Lynn, Mass.—Request of Millmen's Local No. 1767, endorsed by the D. C. for sanction of a trade movement for an increase in wages. Sanction denied, as the G. E. B. will not countenance the system of grading wages.

Brantford, Ont., Can.—Request of L. U. 498 for official sanction and financial aid in support of a movement for an increase in wages. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Fond du Lac, Wis.—Request of L. U. 782 for sanction of a trade movement for an increase in wages of 7 cents per hour. Sanction of this movement was denied at the February meeting of the Board on account of the lack of interest as shown by the vote on the demands. Action reconsidered and official sanction granted, the question of financial aid to be considered later as reports are made to the G. O.

Birmingham. Ala.—Communication from the D. C. reporting 120 men locked out since April 1 on account of movement for better conditions. The Board appropriates $480.00 for their relief.

Newport, R. I.—Communication from the D. C. reporting 70 men on strike since April 1 in support of trade movement for increase in wages. The Board appropriates $280.00.

Muscatine, Ia.—Report received from L. U. 1069 relative to strike in that city, stating that sixteen men are answering roll call daily. The Board appropriates $64.00 for strike relief.

The examination and audit of the books and accounts was again taken up and continued at this time.

April 18, 1913.

All members present except Potts, who went to Chicago on official business of the organization.

Berlin, Wis.—Request from a disabled member of L. U. 939, endorsed by the local, for endorsement of a circular letter appealing for financial assistance. The request is denied.

Manchester, N. H.—Request from the D. C for endorsement of a trade movement for an increase in wages from $2.50 to $3.20 per day. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Niagara Falls, N. Y. Request of L. U. 1555 (millmen) endorsed by the D. C., for sanction of a trade movement for an increase in wages. Official sanction granted; financial aid to be considered later as reports are made to the G. O.

Shawinigan Falls, Can.—Request of L. U. 1775 for endorsement of a trade movement for an increase in wages from $2.50 to $2.70 per day and reduction in working hours from ten to nine. Official sanction granted; financial aid to be considered later as reports are made to the G. O. The Board recommends that the next movement be for the eight-hour work day.

Whitesboro, N. Y.—Request of L. U. 337 for sanction of a trade movement for a minimum wage of 50 cents per hour. The Board decides that the movement must have the endorsement of the D. C. before the sanction desired will be granted.

Oswego, N. Y.—Request of L. U. 747 for financial assistance for members of that Local Union which was locked out with other trades by the Builders' Exchange. The Board appropriates $376.00.

New York, N. Y.—Communications from the D. C. relative to the Smith & Co. agreement of Philadelphia were received as information and filed.

The examination and audit of the books and accounts continued.

April 19, 1913.

All members present except Ogletree, who is in Birmingham, Ala., on official business of the organization.

The entire morning was taken up with the examination and audit of the accounts.

April 21, 1913.

All members present except Ogletree, absent on official business.

Rochester, N. Y.—Application of the D. C. for official endorsement of a trade movement for an increase in wages of 25 cents per day. Sanction granted; financial aid to be considered later as reports are received at the G. O.

Pittsburgh, Pa.—Request of the D. C. for sanction of a trade movement for an increase in wages of 10 cents per hour. Action is deferred and the matter referred to the G. P. for investigation.

Toronto, Ont., Can.—Request of the D. C. for sanction of a trade movement for an increase in wages of 5 cents per hour. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Columbus, Ohio.—Application of L. U. 200 for sanction of a trade movement for an increase in wages of 5 cents per hour, action having been deferred at the February meeting on account of lack of interest as shown by the vote cast. The report submitted by Board Member Potts, who was sent to Columbus to make an investigation, was favorable, and on the strength of a larger vote taken by the L. U. the Board grants the official sanction desired, the question of financial aid to be considered later as reports are made to the G. O.

Springfield, Ill.—Report of Board Member Potts on proposed demands of L. U. 16, inside and outside men, received as information.

April 22, 1913.

All members present except Ogletree, in Birmingham, Ala., on official business.

Quincy, Ill.—Report from L. U. 1366 relative to progress of millmen's strike received. The Board appropriates $320.00 for the additional relief of the men involved.

Richmond, Va.—Request of L. U. 388 for sanction of a trade movement for an increase in wages from $3.00 to $3.50 per day. Action deferred until such time as the L. U. takes a vote on the demands in accordance with the law.

St. John, N. B., Can.—Request of L. U. 919 for sanction of a trade movement for the eight-hour day. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

A communication from the Indiana State Bank of Indianapolis relative to depositing a portion of the funds of the U. B. in that institution was received and filed.

A communication from the Manufacturers' National Bank of Troy, N. Y., relative to the banking of funds was received and filed.

A communication from the National City Bank of Indianapolis on the same subject was received and filed.

It was decided that the $25,000.00 on deposit with the National Bank of Baltimore, Md., be withdrawn and placed in the active account in the Indiana National Bank of Indianapolis.

The report of Organizer Byrne on the strike situation in Poughkeepsie, N. Y., was received as information.

New York, N. Y.—Appeal of H. Fischer from the decision of the G. P. in the case of H. Fischer vs L. U. 309 of New York City. The decision of the G. P. is sustained and the appeal dismissed.

First General Vice-President Quinn submitted his resignation to the General President, and as the Second General Vice-President becomes First General Vice-President in accordance with the law, the G. P. appoints A. A. Quinn as Second General Vice-President for the remainder of this term of office, said appointment to take effect May 1, 1913, on which date the resignation of Brother Quinn becomes effective. The G. E. B. concurs in the action of the G. P. in this appointment.

The examination and audit of the books and accounts was completed, the report of the expert accountant was compared with the books of the General Office, and the books and accounts are found to be correct.

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned to meet at the General Office, July 14, 1913. FRANK DUFFY, Secretary.

Expulsions

James Reynolds, of L. U. 1292, Huntington, L. I., N. Y., was expelled from that local for eloping with the wife of a brother unionist.

E. O. Atwood, of L. U. 635, Boise, Ida., was expelled from that local for embezzling the funds of the Boise Trades and Labor Council, while acting as secretary-treasurer of the latter body.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.
Altus, Okla.
Alva, Okla.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Austin, Tex.
Battle Creek, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Central City, Ky.
Clarksville, Tenn.
Cleveland, O.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore
Louisville, Ky.
Manhattan, Kas.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Peoria, Ill.
Pittsfield, Mass.
San Antonio, Tex.
San Francisco, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
South Omaha, Neb.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Wichita Falls, Tex.

Local Unions Chartered Last Month

Caney, Kas.
Los Angeles, Cal.
Erie, Pa.
Brenham, Tex
Petersburg, Ill
New Rochelle, N. Y.
Jackson, Miss.
Falmouth, Mass.
Memphis, Tenn.
Provo, Utah.
Caldwell, Tex.
Valdosta, Ga.
Liverpool, N. Y.
Chippewa Falls, Wis
Tomah, Wis.
Rusk, Tex.
Richmond, Va.
Utica, N. Y.
Riviera, Tex.
Dunkirk, N. Y
Moncton, N. B., Can
Bonham, Tex
Chatham, Ont., Can
Columbus, Ga.
N. Battleford, Sask., Can.
Goreville, Ill
Mobile, Ala.
Cambridge, Md.
Oneida, N. Y.
Sarnia, Ont., Can.
Minneapolis, Minn

Total, 31 Local Unions

Correspondence

Conditions in Edmonton, Alberta

Editor The Carpenter:

Kindly give space in The Carpenter to trade conditions in this city as we are receiving inquiries daily on this matter from members all over the United States and Canada.

At present we have about 200 members out of employment and the outlook indicates that such condition will continue until at least mid-summer.

Western Canada is going through a period of "money stringency" at the present time, and, unless the situation becomes easier before the end of May, the labor market, so far as our craft is concerned, will be seriously overstocked through the entire building season.

This city is being extensively advertised in every corner of the United States and Europe, and already the wild inrush of penniless immigrants is causing grave concern to the trade unions, who are thereby threatened with a lowering of the standard of living.

Our local here is always continually confronted with infringement by traveling members and financial secretaries, of Section 102 of the General Constitution, and it is quite evident that many financial secretaries have either not realized, or are determined to ignore, the recent amendment to that important section.

I would therefore suggest that during the next four months a full page in The Carpenter be devoted to the printing of that section in heavy type.

It is bad enough that so many of our members should ignore this important part of the constitution, but it is becoming intolerable when in some instances local officers are more persistent in violating this section than they are in seeing that it is being complied with.

This chronic grievance is leading many good trade-unionists here to question the advantage of an international organization, and, until the head office sees to it that Section 102 is more rigidly enforced, we cannot claim to give the members in general the measure of protection to which they are entitled, nor can we expect to command the respect of those outside the ranks of organized labor.

Fraternally yours,

DONALD MACLEOD, B. A.
Edmonton District Council.

Worthy of Consideration

Editor The Carpenter:

We all have our troubles—sometimes it seems as if I had my share. In the panic of '93 I surely had my share of it, for the years before that I was in Kansas, where they would start a building and build it a few stories high, when money matters would get so bad that the building would be left standing without a roof. Those were truly hard times. Then, the fall of '92 and spring of '93 I spent in Michigan, and '92 was the drought year in Michigan. Of all my years in droughty Kansas, I never in my life saw anything like it. On the Fourth of July, 1893, I returned to Indianapolis. Every cent I had been able to scrape together I put in a bank to tide me over until something would get me on my feet; and, when the bank closed its doors, I was left without a dollar. We were then demanding thirty cents, and I held out for it, while the rest worked for what they could get, whether the secret advisory committee told them to or not; and by holding out and up for the union and the scale, I lived for a year without work—God alone only knows how.

Right in that very hard time, when I could not find anything to even keep my mind busy, much less earn a dollar, General Secretary McGuire offered a

prize for the best article to be published in our official paper. Without any thought of anything save to have something to occupy my mind, I wrote my first real article on the subject, and in it I told everything I knew about the carpenter trade, from the sharpening of a jackknife to the prospective architectural drawing of the house. Many months after that by accident I found I had won the prize, and ever since that day, from time to time, the General Secretary has requested me to write more articles, and, through those articles, I was requested by the Industrial Book Company to write my Steel Square Pocket Book. And as time rolled on, a union carpenter induced me to buy a lot and build a home on the other side of the levee from White river. Although there was nothing between me and the river but the levee, yet, after all my home was as high above the river as the river was ever known to be.

But as the river was never known before to be only about three-fourths of the height it got this time, and as the levee broke so I was almost in its direct path—well, I simply got wet. And when the police rowed right into my front door with a boat, you can rest assured I was ready to be taken.

That was once the police got me—and yes, the water did too. But, as I had a lot of my Steel Square Pocket Books on the top shelf of my very high bookcase, they were not damaged one bit.

As my whole life has been spent to better the condition of the carpenter, there was never a time in my life that I did not dig down to help those that were less fortunate than myself. If in return, there is a brother any where in the entire membership that has a dollar he can spare and not really miss it, if he will send it to me, I assure you, I will truly appreciate it.

This life from day to day is a great sacrifice, and I wish to say I have sacrificed a great deal and I fully expect to continue to do so. In this instance, to anyone that sends me a dollar I will send, as long as the books last, three copies of my steel square pocket book. The regular price of these is fifty cents each—he can sell two copies if he wishes, thus get his money back, and have his one book free for the trouble, besides doing me a great favor. I certainly need the money and must turn the books into ready cash as soon as possible. My misfortune makes it fortunate for the brother that wants to get a copy of my book at a greatly reduced price.

Just at the present writing, things do look a bit blue, yet, I still believe that 1913 will be a prosperous year, and that the majority of us carpenters will find ourselves far better off in the ending of the year than we were at the beginning.

Fraternally yours,

D. L. STODDARD.

Indianapolis.

An Appeal for Aid

To the Officers and Members of Organized Labor:

Brothers—It was thought that when Clarence Darrow was acquitted by a jury in Los Angeles less than a year ago, that his persecutors would retire, but the merciless hyenas of the Otis type still yearned to convict a man whose only crime has been a defense of the labor movement, and these hyenas, without heart or soul, brought a second charge against Attorney Darrow in the hope that in some manner guilt might be fastened on a man whose defense of labor has earned him the deathless enmity of a Merchants and Manufacturers' Association.

In the second trial, the jury disagreed. The third trial was set for March 31, and it is probable that Darrow will still be hounded by the frenzied fanatics who have decreed that he must wear the garb of a felon. The two trials at Los Angeles have left Clarence Darrow in financial distress, and it now behooves organized labor throughout this continent to come to the rescue of this persecuted attorney, who has never flinched or faltered in giving the best that was in him before the courts of this country to protect labor from the conspiracies of its enemies.

All local unions of organized labor and those in sympathy are earnestly urged to respond to this appeal for financial assistance, in order that Darrow may be equipped with such sinews of war as will defeat his enemies.

Signed: Charles H. Moyer, President W. F. of M.; John P. White, President U. M. W. of A.; Frank J. Hayes, Vice-President U. M. W. of A.; Ernest Mills, Secretary-Treasurer W. F. of M.; Edwin Perry, Secretary-Treasurer U. M. W. of A.; A. G. Morgan, President District No. 22, Wyoming, U. M. W. of A.; James Morgan, Secretary-Treasurer District No. 22, Wyoming, U. M. W. of A.; John McLennan, President Colorado State Federation of Labor; John R. Lawson, International Executive Board Member U. M. W. of A.; John M. O'Neill, Editor Miners' Magazine; E. L. Doyle, Secretary-Treasurer District No. 15, Colorado, U. M. W. of A.; Adolph Germer, International Organizer, U. M. W. of A.

Send all donations to Ernest Mills, 605 Railroad Building, Denver, Colo.

Tribute to an Old Member

Editor The Carpenter:

The members of Local 431, Brazil, Ind., desire that notice be given through the columns of The Carpenter of the long and faithful work and service of our old brother in this local, John Goodin. In point of years he is the oldest member, now nearing his eighty-fourth year. He is an able mechanic, a fine workman, but now past the age to work.

Nearly fifty years ago, when the Union Railroad Company desired to make changes on its old Union Depot at Indianapolis their president, Mr. Peck, who also was president of the Vandalia, at that time came to Brazil and hired Mr. Goodin to serve in the capacity of boss carpenter in the work of reconstruction, preferring him to other city men.

He also served under Superintendent Jacob Rubush of Acton, Ind., and was always on the most harmonious terms with him. At that time he came in contact in his business with the following gentlemen, who have ever respected him and the faithful manner in which he performed his duties: The president of the Union Railroad Co., Superintendent Jackson of the Union ticket office, D. A. Bolin, architect of the changes, and the officers of the Colonel Strait Lumber Co., Birket Planing Co., and the Hildebrand Hardware Co. At the same time he ever held the respect and esteem of the employes.

During the absence of Mr. Rubush for any reason, he had charge of the entire job, which shows the trust put in him. Should he have occasion in the future to have business with members of any local, we can say that we regard him as honest and reliable. Fraternally yours,

OSCAR WEST, R. S., L. U. 431.
Brazil, Ind.

Firemen Win Under Erdman Act

Eastern railroad firemen are granted an increase of pay estimated at from ten to twelve per cent. by award of the Erdman act arbitration board in their case handed down this week. Other claims of the firemen are allowed, but the demand for two firemen on large locomotives is denied, except in case of necessity.

Another request for which the firemen fought; namely, the standardization of wages, based on the weight of locomotives on drives, was granted, although the award provides that all wages that were higher or conditions that were better than fixed in award shall not be interfered with. This provision affects a number of railroads. The firemen were also relieved of the duty of cleaning engines.

The award is considered in the nature of a compromise, as the firemen asked an increase estimated in the neighborhood of fifteen per cent. The total amount of wages paid the firemen, who number about 35,000, is $29,000,000, so that the increase of from ten to twelve per cent. will cost the railroads from $2,900,000 to $3,480,000 annually. The award is effective May 3, this date having been fixed in accordance with the provisions of the Erdman act, under which the board was appointed.

Judge William L. Chambers, chairman of the board, and his associates, Albert Phillips, vice-president of the Brotherhood of Locomotive Firemen and Enginemen, and W. W. Atterbury, third vice-president of the Pennsylvania railroad, all declared that the award had been unanimous, although it was admitted there had been several points on which they had been unable to agree until almost the last moment. The two firemen question is disposed of by providing for an "adjustment commission" to decide whether an extra fireman is necessary. This commission is empowered to act where a settlement cannot be made between the firemen's committee and officials of the railroad.

The firemen's demands ranged from $2.55 a day on weights of passenger locomotives on drivers of less than 80,000 pounds to $4 a day on weights 350,000 pounds or more. They were given in the award increase ranging from $2.45 on weights less than 80,000 pounds to $3.60 on all engines over 350,000 pounds and $4 on Mallet engines regardless of weight. On freight service the awards were somewhat higher, firemen on locomotives of over 300,000 pounds on drivers getting an increase to $4 a day.

Ten hours or less or 100 miles or less shall constitute a day's work in all classes of service, with certain exceptions, and the time for which a fireman shall be paid shall begin at the time he is required to report for duty and when the engine is delivered at the point designated.

Late Happenings in the World of Labor

The membership of the affiliated unions of the American Federation of Labor for the first time in the history of that body reached and overlapped the 2,000,000 mark in the month of March. For that month the A. F. of L. received per capita tax from its affiliated organizations based upon an aggregate membership of 2,007,650. This is certainly a noteworthy event in the annals of the organized American wage-earners.

The Sundry civil bill, passed by Congress in the closing hours of the Sixty-second Congress and vetoed by President Taft, was introduced in the House on April 14, and was passed by that body on April 22. The measure contains the labor exemption provisions as in the bill vetoed by the former President. It now goes to the Senate, where it will no doubt be passed.

Governor Sulzer on April 22 sent the name of John Mitchell to the New York Senate, asking his confirmation as commissioner of labor for that state.

The award made by the arbitration board in the dispute involving the employes of the Chicago surface street railway lines gives an increase of two cents an hour and reduces the hours. The agreement expires June 1, 1915, and back pay on the above award is to be computed from August 1, 1912. All runs are to be made as nearly as possible within ten hours, but there shall be no schedule run of less than nine hours. All motormen are to receive twenty-five cents additional each day for instructing students. The wage increase will net an additional annual expenditure of $800,000 in wages. Judge Scanlan, representing the railroad employes, dissented from the findings of the board.

An eight-hour law was passed by the Texas legislature, covering labor on all public work—city, county, or state. A workmen's compensation law was passed, and while it is not considered to be efficient, yet the precedent has been established, forming a basis to develop sufficient sentiment to amend the law at its weak points. The fifty-four-hour week for women was bitterly fought by all interests, but the labor organizations of the state were successful in securing its enactment.

The strike of the trolley men in Buffalo, N. Y., resulted in a complete victory. The traction company has agreed to recognize the street carmen's union, and it has been further agreed that all employes are to be returned to the serv-

(Continued on Page 39.)

News Notes from Local Unions

Raymond, Wash.—There are about twenty carpenters to every job in this place at the present, and we would therefore ask all traveling brothers to avoid this city. Many of the members of L. U. 1509 are idle.

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Medicine Hat, Alberta, Can.—We wish to warn all brothers to stay away from this place. Labor conditions are very unsettled here at present, and any one coming here would only injure himself and certainly not help L. U. 1061.

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Elgin, Ill.—All traveling brothers should stay away from this city. We are endeavoring to get an agreement with the contractors and the union shop, but will be unsuccessful if carpenters continue to pour in here. Help L. U. 363 by staying away from Elgin.

❖ ❖ ❖

Mason City, Iowa.—There is no work in this place at the present time for outside carpenters. Seventy-five per cent. of our local men are idle. The contractors have sent broadcast an advertisement for two hundred carpenters, because they wish to escape paying our scale, which, in fact, they now refuse to do.

❖ ❖ ❖

Local Union 919, of St. John, N. B., earnestly requests all traveling carpenters to stay away from this city until further notice. We are making a demand for an eight-hour day from May 1, 1913, but we have no idea what the results will be. There is supposed to be a big boom here in the building hire this spring, but we want to say that there is more than enough men here to handle all the work at present. This boom, which is supposed to be on in St. John, is nothing but a boom in real estate. L. U. 919.

Springfield, Ill.—Do not pay any attention to advertisements in papers about carpenters being wanted in Springfield, Ill. There are a large number of our members idle at the present, and we have a strike threatening for May 1. All traveling brothers will please stay away and induce others also to avoid this place.

❖ ❖ ❖

Henryetta, Okla.—This place is being advertised extensively by a lot of real estate boosters as a great place to migrate to. As a matter of fact, there are more carpenters here now than there is work for, as this place is nothing more than a mining camp, with a population of 2,500. We have sixty members in our local, and about one-half of them are working. The construction work in this place is of a cheap class at the best. Traveling brothers should consider these things before coming here. Take our advice and stay away. L. U. 1943.

❖ ❖ ❖

Richmond, Cal.—L. U. 642, of Richmond, Contra Costa county, California, wishes to correct an erroneous statement that is being sent out by the real estate firms and the M. & M. Association to the effect that there is a great amount of work here and no one to do it. We have no desire to say a word to the detriment of our city, but wish to have the brothers know the truth. There is a great deal of work going on here, as there is in any growing city, but the statement that there are no men to do it is absolutely false, as there are more men than there are jobs. We do not ask every one to stay away from Richmond, but we do not want them to come here thinking they will fall right into a good job at big wages, as that will not be the case.

Notice

All brothers should steer clear of Poughkeepsie, N. Y., until further notice. We have too many men here now. Help Local 203 by staying away. L. U. 203.

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Information Wanted

Information is wanted by L. U. 78, Troy, N. Y., as to the whereabouts of Michael Casey, who was business agent at Troy about twenty years ago. Casey was of sandy complexion, weighed about 155 pounds, and was 5 feet 8 inches in height. Send any information in regard to him to J. E. Henderson, R. S., L.U. 78, 426 10th street, Troy, N. Y.

The address of friends or relatives of W. F. Cothrell, a union carpenter, is desired. Brother Cothrell was killed at Lynbrook, Long Island, a short time ago, but so far all efforts to find any members of his family have been unsuccessful. Send any information in this regard to J. L. Richards, B. A., New Haven, D. C., 117½ Court St., New Haven, Conn.

Late Happenings in the World of Labor

(Continued from Page 37.)

ice in the positions and with the seniority formerly held by them. It is further agreed that all matters in dispute are to be settled by a board of arbitration, composed of three persons. The entire sympathy of the public was with the trolleymen from the start, which aided materially in securing the victory.

The first year of the present agreement between the anthracite miners and the operators expired April 1. It is to continue in force three years longer. To date the agreement has brought the 180,000 mine workers of the anthracite field an advance in wages conservatively estimated to be more than $5,000,000.

The new municipal railway of San Francisco is showing increased profits. In February it showed a clear gain of $1,154.35 over January. The record for the time the road has been in operation up to March 1 shows total receipts of $39,385.85, with operating expenses of $21,435.11, leaving a balance of $17,950.74, or a net profit of $9,000.00.

Out of twenty-seven establishments in Toronto, all but three have now signed up with the garment workers. In twenty shops a satisfactory settlement was reached without friction, only six firms opposing the demands of the union, whereupon a strike was called in these shops. Three of these have now signed up and negotiations are under way with the others, and prospects of a settlement are bright.

A strike of 2,200 telephone operators in the fifty-four exchanges of Boston, which was threatened, has been averted by a compromise agreement. Instead of the weekly wage increase of $1, which the union demanded, the agreement provides for the establishing by the company of a plan of anniversary payments. The agreement provides for an adjustment committee to consider all grievances.

After a long term of years of persistent effort on the part of the organized labor forces of Iowa, the legislature has enacted a law which prohibits and terminates contract convict labor in the penal institutions of that state.

During the month of February, 59,156 immigrant aliens landed on our shores. The southern Italians numbered 11,072; the Poles, 9,180, and the Hebrews, 6,777. 15,253 aliens departed during the same month.

Questions

Are we wrong when we crave things that we need?
Are we selfish to keep what we can?
Does the world that we live in nourish the seed
That breeds discontent in a man?

Are the thoughts of today but dreams of the past?
Are memories the children of dreams?
Does bread which on the waters is cast
Bring results as suggested in themes?

Is the dawn of today but the redex of time,
Labor's toil but a means to an end?
Is happiness like the bouquet of wine
That lingers too briefly to lend?

Questions like these but portend the morrow,
For life at its best must be brief.
Joys that we have are mellowed by sorrow;
Death gives the long-sought relief.

J. G. NANTZ.

Trade Notes

Movements for Better Conditions

Local Union 790, Dixon, Ill.—We are asking for an increase in wages from 40 to 45 cents per hour, same to take effect May 1. The condition of the trade in this city is better than last year, and our prospects for obtaining the demand are very good.

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District Council, Baltimore, Md.—This D. C. has instituted a movement for the establishment of the union shop. The trade is in a very good condition here, with fine prospects for the coming season. We believe that we have good chances of enforcing our demand.

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Local Union 200, Columbus, O.—We are asking for an increase in wages from 45 cents per hour to 50 cents, same to take effect on May 1. We have reasonable prospects of obtaining our demand, and no strike is anticipated. Trade is good here for this season of the year.

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Local Union 315, Boone, Iowa—We are asking an increase in wages from 40 cents per hour to 45 cents, same to go into effect May 1. We believe there will be no trouble in obtaining our demand, though the outcome is still very problematical. Trade has been good here during the past season.

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District Council, Philadelphia, Pa.—At a meeting of this D. C., we decided to ask our employers for an increase of 5 cents per hour, commencing June 1, making our wage scale 55 cents per hour. The outlook at the present time is fair, with plenty of work and with prospects of much more for the summer. Unless the Steel Trust is unable to furnish steel, we will be flooded with work. There is, however, some likelihood of a strike.

District Council, Rochester, N. Y.—We are asking for an increase of 25 cents per day for this season. Our present rate is $2.75 per day for millmen and $3.75 for outside carpenters. Our agreement with the contractors expires on May 1. Our prospects for obtaining the demand are good.

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District Council, Toronto, Ont., Can.—We are asking for an increase from 40 cents per hour to 45 cents, same to take effect on May 1. Trade is in excellent shape in this city and vicinity, and we believe our chances for obtaining our demand are very good. There is some slight likelihood of a strike.

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Local Union 122, Salem, Ohio—We have asked the contractors for an eight-hour day and 42 cents per hour as our minimum wage rate. Our present scale is $3.24 per day of nine hours. Our agreement with the contractors expires on May 1. We have pretty good prospects for obtaining our demands.

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Local Union 919, St. John, N. B., Can.—We have inaugurated a movement for an eight-hour day. At the present time we are working nine hours. We do not know as yet as to what our chances are for obtaining this reduction, though we believe them to be fair. Our new workday should go into effect on May 1.

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Local Union 337, Whitesboro, N. Y.—Under the new scale, which we wish to put into effect on May 1, we will obtain a minimum wage of 50 cents per hour. Our old rate was 41 and 45 cents per hour. L. U. 125 is making the same demand; and, as we work back and forth, we think our rate should be uniform. We expect to obtain the increase without any trouble.

Local Union 225, Knoxville, Tenn.—We have set on foot a movement for an eight-hour day and a minimum wage of 30 cents an hour. Our present rate is 25 cents, and our working day is nine hours. The contractors seem to have no objection to the new conditions. The change should go into effect May 1.

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Local Union 1010, Uniontown, Pa.—Our local is making a demand for an increase in wages from 33 1-3 cents per hour to 40 cents, nine hours to constitute a day's work. This increase should take effect May 1. We do not anticipate any trouble, as our contractors seem favorably disposed to our demands at the present time.

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Local Union 813, Carbondale, Pa.—The new trade rules, which we have submitted to the contractors for approval, call for a minimum wage of $3.40 per day for an eight-hour day. Our present agreement with the employers expires April 1. Trade is fair here, about the same as last season. There is some slight likelihood of a strike.

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Local Union 818, Putnam, Conn.—This local is asking for an increase in wages from $2.25 per day to $3.00. We are also demanding weekly payments; under our present system we receive pay monthly by check. There is some likelihood of a strike. We do not know as yet as to what our prospects are for obtaining these demands.

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Local Union 1820, Toronto, Ont., Can.—We are endeavoring to establish a minimum rate of 40 cents per hour for mill men and 35 cents for cabinet makers, and also a nine-hour day in the factories. The condition of trade among these workers has been very good, much better than during the last season. There is some slight likelihood of a strike, though in general we anticipate no trouble.

Local Union 284, Erie, Pa.—This local has decided to make the following demand for better conditions: We are to ask for the eight-hour day, with the same wage ($3.60) as now paid for nine hours. The condition of the trade in Erie has never been better, and we believe that our prospects for obtaining this demand are very bright.

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Local Union 14, San Antonio, Texas—We have decided to make a demand for a minimum wage of 45 cents per hour, instead of our present rate of 37½ cents. San Antonio has the poorest wage scale of any city in Texas; even in smaller towns and cities the pay is from 45 to 50 cents per hour. We may have to resort to a strike to obtain this demand.

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District Council, Montclair and the Oranges, N. J.—As a result of a referendum vote recently taken in this district, it was decided that on and after May 1, all journeymen carpenters working in the jurisdiction of this District Council shall be paid not less than 50 cents per hour. Our present rate is 47½ cents. Our prospects for obtaining this increase seem very favorable, though we do not know as yet whether there will be any trouble in this regard or not. The trade has been improving rapidly in this vicinity.

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Local Union 125, Utica, N. Y.—Our present scale, which calls for wages of 43 cents and 46 cents an hour, will expire May 1, and we are demanding a new rate of 50 cents per hour from that date. Our demand has been sanctioned by the Mohawk Valley District Council. The contractors, through their executive committee, proposed a sliding scale of 45 and 50 cents, but we are set against that and insist on the flat rate of 50 cents for all journeymen. Our committee is to meet with the employers' committee again, and we believe that all our demands will then be granted. There is, however, some likelihood of a strike.

Local Union 1831, Arctic, R. I.—At a meeting of our local on March 24, it was decided that on June 2 and thereafter our wages should be 41 cents per hour. We consider the outlook for this season very favorable. Trade last year was in excellent shape, and we believe we will have no serious trouble in finally obtaining the new wage rate. There is, however, some small likelihood of a strike.

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Local Union 782, Fond du Lac, Wis.—This local is asking for a minimum wage of 45 cents per hour, to take effect May 1. Our present rate is 38 cents per hour. The contractors seem disposed to grant an increase to 40 cents, but have not agreed to certain working conditions which were entered into last year. We may have to strike in order to obtain the desired advance and working conditions.

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District Council, Lawrence, Mass.—At a meeting of the D. C. of Lawrence and vicinity, held Thursday evening, January 9, 1913, the locals affiliated reported a unanimous vote in favor of a demand on the master contractors for an increase to 50 cents per hour. Our present wage is 41 cents per hour for an eight-hour day. The condition of trade in this place is good, about the same as last season.

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District Council, Fall River, Mass.—This D. C. has decided to institute a movement for a forty-four-hour week and a new wage scale of 46 cents per hour, same to take effect May 1. For two years we have been trying to get the Saturday half holiday in Fall River, but the master builders have ignored us every year, always refusing to grant us a conference. This year our affiliated locals decided to make the demand again, and this time we were met in conference by a committee from the contractors. No results came therefrom, however, and it looks as though our only recourse must be to strike. We will dislike to do this; but the attitude of the master builders, unless greatly changed before May 1, will make this step necessary.

Local Union 252, Oshkosh, Wis.—This local has voted to demand an increase in wages from 35 cents per hour to 40 cents, with the union shop, the same to take effect June 2. We have had a committee to wait on the contractors, but they have asked for time to consider the matter. Owing to the late spring, very few new jobs have as yet opened up, but plans are being drawn for several large buildings, which are sure to be put up this season.

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Local Union 1061, Medicine Hat, Alta., Can.—This local has set on foot a movement for an increase in wages from 50 cents per hour to 60 cents and for a decrease in hours from nine to eight. The condition of the trade in this city is very good. Our demands should have gone into effect on April 1; but the contractors have turned us down, and we are preparing for a strike about the 1st of May, when we will be better able to enforce our demands.

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District Council, Tri-Cities, Illinois-Iowa—The Tri-City District Council of Rock Island, Davenport, and Moline, has decided to ask for a minimum wage of 55 cents per hour and for a change in the working conditions. Our first demand was for a rate of 60 cents per hour, but we came down to 55 cents in a conference with the contractors. They, however, refused to even consider this scale, and, as a result, we are somewhat uncertain as to the outcome. We expect to obtain our demands, but may have some trouble in doing so.

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Local Union 1413, St. Johns, N. B., Can.—This union of wood workers, which was organized in St. John's on February 18, is doing very well, and, at the present time, we have about sixty names on the roll, about two-thirds of the men working in the sash and door factories of this city. The wages of the men in the factories are very poor (only $2.00 a day for a nine-hour day, with some even getting less), and we have therefore decided to demand a 15 per cent. increase,

with time and a half for overtime and double time for holidays. Our prospects for obtaining these demands are good. The new conditions should take effect May 1.

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District Council, Illinois Valley, Ill.—This District Council, composed of the locals of Oglesby, La Salle, Peru, Spring Valley, De Pue, and Granville, has set on foot a movement for a uniform rate of wages for the whole district, the minimum to be 50 cents per hour. The scale of wages and working conditions have been different in the various locals, and it was to overcome this that the D. C. was formed. But one of the locals has an agreement with the contractors at the present time, that of La Salle, which agreement expires on March 31. We think we have good prospects of obtaining these demands and anticipate no trouble of any kind.

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District Council, North Shore, Mass.—This D. C. is asking for an increase in wages for house carpenters from $3.82 a day to $4.00, and an increase for millmen of 4 cents per hour, which would make the minimum wage 44 cents per hour for first-class cabinet makers, first-class molders, first-class stock fitters, turners, and fast feed machine and variety molders, 40 cents per hour for second-class cabinet makers, second-class molders, second-class stock fitters, and first-class mill hands, 36½ cents per hour for planer hands, 33½ cents for sawyers, and 30½ cents for second-class mill hands. These increases should take effect May 1. Our prospects for obtaining the demands are good.

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Successful Trade Movements

Kewanee, Ill.—Local Union 154 obtained all its demands for the new season, including a scale of 45 cents per hour. Practically all the contractors have signed the agreement, which is effective from April 1, 1913, to April 1, 1914. We had no trouble at all in obtaining the increase.

Ottawa, Ill.—The strike difficulties of L. U. 661 have been settled through the advice and assistance of District Organizer Norris Stone. Our new minimum rate is 45 cents per hour.

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Steubenville, Ohio.—L. U. 186 has been successful in its demand for an increase to 50 cents per hour. The bosses have all signed up and everything looks good for a most successful season.

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Alpena, Mich.—L. U. 1132 was successful in obtaining its demand for an increase to 35 cents per hour. None of our contractors offered any opposition to the raise, and it went into effect without trouble April 1.

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Wellsburg, W. Va.—L. U. 893 was successful in its demand for an increase in wages from $3.25 to $3.75 per day, the contractors agreeing to pay the new scale without demur. The new rate went into effect on April 1.

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Lafayette, Ind.—All contractors who have work have signed up with L. U. 215 for the coming season and the general outlook is very good. We anticipate no future trouble with the employers about our new conditions.

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Parsons, Kan.—Our new scale of 45 cents per hour went into effect on April 1, and up to the present we have had no trouble whatever with the employers in its regard. All the brothers have received the new scale and are getting along O. K.

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Niagara Falls, N. Y.—Local Union 322 settled up with the contractors in this city with an increase in wages of 5 cents per hour, and a half holiday Saturday during the months of June, July, and August for both outside carpenters and bench hands in planing mills. The new conditions went into effect on April 1.

Keokuk, Iowa—Our movement for an increase to 50 cents per hour was compromised with the contractors at 45 cents. The latter rate was voted on favorably at our meeting of April 2, and an agreement has been entered into with the employers to that effect.

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Fremont, Ohio.—L. U. 1166 had no trouble in gaining its demand for an increase in wages from 30½ cents to 37½ cents per hour. We are doing good work here, getting in several new applicants lately. The town is still not very thoroughly organized, however.

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Champaign, Ill.—Although L. U. 44 of Champaign and Urbana has only a verbal agreement with the local contractors, it has succeeded in persuading practically all of them to pay the increase in wages demanded for April 1. The outlook for the season is very promising.

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Norristown, Pa.—The local employers have agreed to all the demands of L. U. 897, our new agreement going into effect on May 1. Brother Hickey, with our D. C.'s business agents, Trunk and Coder, and a committee from this local, met the master builders and drew up the best agreement we have ever had.

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Benton Harbor and St. Joseph, Mich.—L. U. 898 has been successful in its movement for an increase this year, and we are now getting 42½ cents per hour, same having taken effect April 1. We have received total increases of 17½ and 20 cents per hour since our organization three years ago.

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Thompsonville, Ga.—L. U. 234 has succeeded in obtaining all its demands from the contractors without any trouble or opposition of any kind. Our new agreement calls for a rate of 41 cents per hour, with a forty-four-hour week. The old agreement placed 37½ cents per hour as the minimum wage and forty-eight hours as the working week. We expect a good season.

Sharon, Pa.—L. U. 268 obtained its increase to $4.00 per day on April 14. The contractors had been notified in January that the new scale would go into effect on April 1, but ignored the demand until the men went on strike on the morning of the 14th. By noon the strike was settled, and everything is now going along in good style.

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Galesburg, Ill.—The demand of our local for an increase of 5 cents per hour has been granted, thus making our minimum scale 55 cents. The bosses held us up for a couple of days, but when they began to sign they were ready to fall over one another. We have not lost a single contractor. Working conditions are somewhat slow here at present.

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Brownwood, Tex.—Ever since March 1, when our new scale went into effect, our members have been working eight hours per day and receiving 40 cents per hour. In fact, several of the contractors put the eight-hour provision in effect a week or two before the movement was to be enforced. L. U. 1363 also has succeeded in retaining the union shop.

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Danville, Ill.—We have entered into a temporary agreement with the contractors, by which we obtain a 5-cent-per-hour increase and unionize the whole town. All of our men have gone back to work under this agreement. We are still having a controversy over the recognition of the Building Trades Council, but hope to reach some successful understanding on this matter also. Our agreement is to remain in effect until April 1, 1914.

When we, as union men, denounce unjust conditions existing and the men who by their machinations have brought these conditions about, it is not through a blind hate that we should do this, but through a charitable desire to save our suffering brothers and ourselves in soul and body.

Craft Problems

Types of Home-Made Cantilevers

(By George Rice.)

Frequently it is necessary to adjust a beam in such manner as to make a lifting device. Sometimes the carpenter of the plant is called upon to construct a hoisting arrangement at short notice with the equipment he has at hand. It may be that a piece of heavy machinery

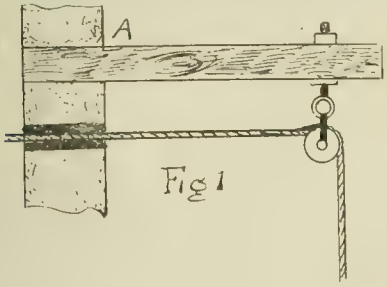


Fig 1

has been purchased and must be elevated from the level of the ground to one of the floors above. The method usually involves the hoisting of the machine by means of a block and tackle, fixed to a projecting beam arranged in the masonry of the wall above. Often the brick work has to be broken out to make an opening

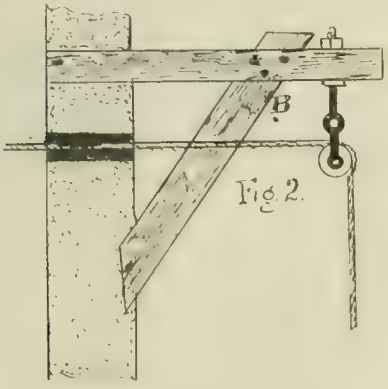


Fig 2.

for the beam. Sometimes the beam is incorrectly adjusted. I have seen cases in which the beam has been so placed that the lack of proper bracing has resulted in the pulling down of the beam and wrenching out of the brickwall work. Some very excellent machines have been ruined by a fall to the ground under such conditions.

It having become the custom of many builders of machinery to assemble the machines made by them at their own as-

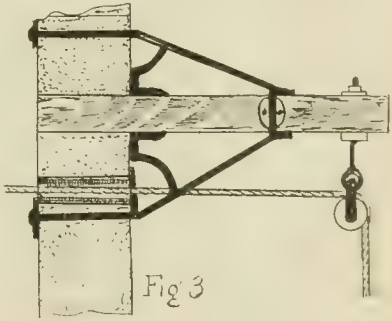


Fig 3

sembling works, thereby shipping the machine to the users in order for operation, it makes it essential that the proprietors of the plant where the machine is to be installed make ready for the lifting of the machine to the level required. The accompanying illustrations will assist in giving ideas as to how such beams may be selected and set in position for safe operation.

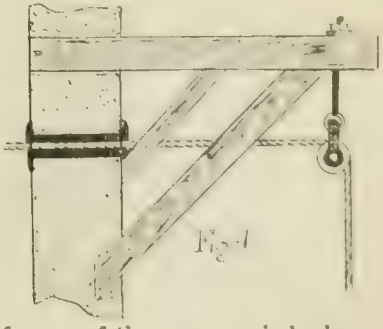


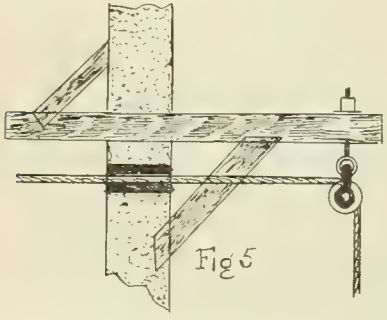
Fig 4

If some of the masonry is broken out, and the six-inch beam of selected hardwood timber is placed within the opening and closed in with brick or cement as

at A, you are not going to get much of a support for the beam, unless the beam extends across to a support on the outer end, which it may do in cases where buildings are close enough to allow this. Sometimes a bracing is obtained by the use of an angle employed inside the wall of the building, providing that the inner end of the beam is left long enough for such purposes.

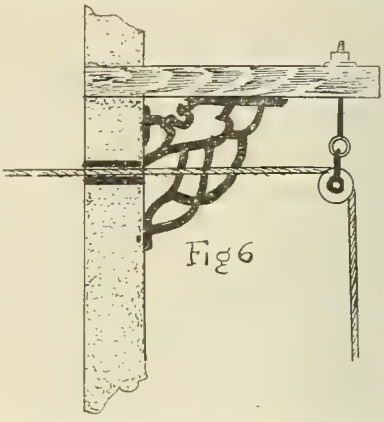
In some instances the cantilever plan is adopted and a beam is connected with bolts to the projecting beam at the top, while the lower end of the beam is sunk into a recess made in the wall. This beam, B, affords an effective bracing, if the beam is correctly attached.

Sometimes the bolts used for joining the upper end of the brace to the extending beam are not strong and pull out. I have seen quite odd patterns made of wrought iron for purposes of bracing a beam, one of which is shown in Figure 3. If the wrought iron work is made by the local smith, and if this man is experienced in such work and makes a good connection with powerful strappings of wrought iron, the chances are that quite a strong bracing will result. But if any old metal bracket bracing is screwed to the parts, the heavy weight applied is very liable to loosen the connections and pull the rigging down. Then, there is the mode of bracing exhibited in Figure 4. This involves a system of placing wooden braces from the base of the extended beam to the recesses made in the wall as shown. It is possible to acquire very effective supports in this way.



There are no bolts to slip. The braces are furnished in wood that will not spring when there is a heavy strain on the beam. You can get quite a strong lever by this plan.

Still another style for fixing up a beam for hoisting purposes is shown in Figure 4. This plan requires a brace for the lower part of the beam on the outside of the wall and a brace for the upper part of the beam on the inside of the wall. This double bracing operation can be commended for general purposes.



There are some superintendents who prefer to have anything of this order as ornamental as possible. Instead of using a rough hardwood beam for a brace, one party utilized a bracket which had been cast from brass for other purposes. The bracket was fixed into the masonry of the wall with bolts and adjusted as in Figure 6.

House Remodeled

(By Harry A. Packard.)

At the cost of a small amount of paint and lumber, a surburban house has been given such a transformation during the past few days that its own neighbor hardly knows it. The cost of material did not exceed $100, and the selling value of the house has been increased more than five times that amount.

To begin with, the house was a low, one-story structure. There were no blinds and the house was plain and unadorned.

Its present owner purchased it for less than the frame would cost. Because of

its appearance, it had small market value. Possessed with a fair knowledge of handling tools, and from general ideas taken from the various building designs

PLAIN AND UNSIGHTLY.

published at different times in the paper, the owner saw how he could improve the appearance of his house.

He set posts in the ground to support the piazza, placing 2x3 timbers on the post for a frame. The floor was made of second quality inch boards, well painted. The four upright piazza posts were second-hand material, purchased for a

A FEW DOLLARS IN PAINT AND REPAIRS.

song. Two hours' labor was spent in sanding them smooth. The roof was well constructed and the best quality of cedar shingles was used. (The best is the most economical in that direction.)

Molding was added to the edge of the roof and wooden decoration between the posts. Well painted, the improvement to the house was marked.

Practical Carpentry

(By Dwight L. Stoddard.)

Practical carpentry is indeed a big subject, and, I assure you, I am not going to anywhere near try to cover it in this short article. But, on the other hand, I just want to mention a little about some practical work, dealing largely with the strength of timbers; and yet I did not want to make the heading read that way for fear that it would be somewhat misleading. For the readers might think I was going to give them some very valuable information about the strength of timbers, and that's something that I do not feel at all able to do. While there are many good practical works on the subject of the strength of timbers, I have never studied them or experimented sufficiently with the timbers themselves to be able to write a thorough article on their strength. It is indeed a very hard subject to be able to cover in an accurate manner; for many, many times, like many others of the boys, I have put in the joists in the building, and, while walking over them, have had one of them break before the floor was laid on them. Now, it is quite true, this does not happen on every building by a long ways; yet, it often happens nevertheless, not only on cheap knotty joist, but on joists that apparently are just as good as the average. I mention this to prove the fact that we cannot always tell exactly the strength of the timbers that we are using. Wood has a good deal more variation than metal, and yet sometimes we are fooled even with steel and concrete. If it happens to be perfect, there is practically no limit to its strength—and if it does not happen to come out perfect, the building is likely to fall of its own weight.

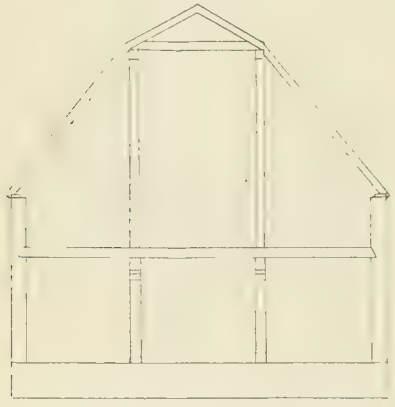
I mention these matters because they are facts, and in order to give the reader the idea that one has a good deal to consider when he is figuring the strength of anything that goes into a building that is going to be heavily loaded.

Kidder, a man about my age, was not a strong man. In fact, I have been told

he was weakly all his life; and perhaps that had more to do than anything else with making him the greatest authority that I know of on all subjects of building construction—strength of timbers and everything else.

Had Kidder been a strong man, possibly he would have been a common workman like the rest of us and when his day's work was done that would have been all there was to it. But, as it was, he devoted his entire life, as far as I know, to know all he possibly could about practical building construction. He has now passed away, but his knowledge is still here and for a long time to come will be the guide for builders.

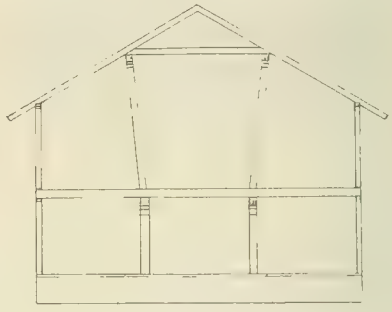
We have just built a brick barn practically as illustrated. It is not only a good strong style of construction, but a very fine appearing barn in every way. Some say we could have left those nineteen-foot posts out of the hay loft. I



A BRICK BARN.

will admit that this is quite true, for with more rafters in construction, with those that are now there, each set of rafters would practically form a truss of their own and in that way make the roof self-supporting. Yet, the few posts do not really take up much if any real room and it surely makes a good strong job—in my opinion, far better than any self-supporting roof.

A few years ago I was called upon to build a rather cheap warehouse for brothers who were in the flour and feed business. They had outgrown their place of business, yet, while they were going to build in a very nice place, right by the railroad and clear from one street to the other, they had the idea of making all the money they wanted and expected to either sell out or retire in a few years. Therefore, the one object was to build their plant cheap, especially the warehouse part of it. The front office and flour room were built of brick, and were substantial as well as good, for the owners wanted to make a good appearance. The rear, too, which was the front on the



A CHEAP WAREHOUSE.

other street—the elevator part—was built so I did not think there was any danger for any part of that. But the wareroom part that connected the two was really the cheapest, and, while the first floor was a good cement floor resting on the ground, the upper floor was of wooden construction. It was said that there would never be much of a load up there—empty sacks, etc., would be about all there would be stored there. Nevertheless, it was only a short time until the elevator part was full to overflowing.

The upstairs of the warehouse was literally filled with grain bins, and the entire floor, clear to the roof, was filled with grain. What the weight of it all amounts to I never figured out, but you can imagine for yourself. Those girders were made of joists, five of them nailed together, not a bolt in them at all. The two girders or ten joists, therefore, carry not only the heft of the floor joist and floor, but the bins and contents as well. I was up there just the other day and I looked them over carefully.

(Continued on page 64.)

Für Unsere Deutschen Leser

Verhandlungen der ersten vierteljährlichen Sitzung, 1913, G. E. B.

(Fortsetzung von letzter Nummer.)

verweigert. Die Entscheidung des G. T. wird aufrecht erhalten wegen der Gründe, die er angiebt, und das Appell wird beiseite gelegt.

Ocean City, N. J. — Schreiben von L. U. Nr. 1592 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 40 zu 45 Cents pro Stunde und einen halben Feiertag am Samstag, am 1. März 1913 in Effekt zu gehen. Erlaubniß ertheilt. Finanzielle Unterstützung wird später von der Board besprochen, laut Sekt. 151 G. C., und sobald Berichte von dort bei der G. O. einlaufen.

Orlando, Fla. — Anfrage von L. U. Nr. 1765 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von $3.00 zu $3.28 pro Tag, am 7. April 1913 in Kraft zu treten. Erlaubniß ertheilt. Finanzielle Unterstützung wird laut Sektion 151 G. C. bei der G. O. Berichte eingehen.

Fostoria, Ohio. — Anfrage von L. U. Nr. 1766 um Erlaubniß und finanzielle Unterstützung einer Trade Movement zwecks Lohnerhöhung von 30 zu 35 Cents pro Stunde, am 1. April 1913 in Effekt zu gehen. Erlaubniß ertheilt. Finanzielle Unterstützung wird von der Board später besprochen, sobald, nach Sekt. 151 G. C., Berichte beim G. O. einlaufen.

30. Januar 1913.

Alle Mitglieder anwesend.

Untersuchung und Prüfung der Bücher und Rechnungen beendet, der Bericht des Experten wurde mit den Büchern der Hauptoffize verglichen und sind die Bücher und Rechnungen korrekt befunden worden.

Da der Board keine weiteren Geschäfte vorlagen, wurde das Protokoll verlesen und angenommen. Vertagung.

Chas H. Baufher, Sekretär.
Frank Duffy, General-Sekretär.

Die Gründung einer Frauen Union-Label-Liga.

(Bäcker-Zeitung.)

Das Interesse der Frauen an den Bestrebungen der organisirten Arbeiter wach zurufen ist ganz bestimmt von großer Bedeutung und heilsamen Einfluß für die Gewerkschafts-Bewegung. Während die Arbeiterfrau in allererster Linie ganz besonders in jeder Verbesserung der Lebenslage hervorragenden Antheil nehmen sollte, finden wir zum großen Theil gerade das Gegentheil und in nicht wenigen Fällen ist die indifferente Stellung der Frau in äußerst wichtigen Angelegenheiten der Arbeiter und Gewerkschafts-Bewegung von unheilvollem Verhängniß gewesen. Was immer daher gethan werden kann, um insbesondere die Frauen der Lohnarbeiter den Bestrebungen der organisirten Arbeiter und den Unionangelegenheiten überhaupt näher zu bringen, kann nur Vortheile bringen und ist mit Freuden zu begrüßen. Gerade jetzt sollte durch die Initiative der Delegaten der Centralkörper überall eine stramme Bewegung eingeleitet werden, die auf die Gründung einer „Women's Union Label League" hinzielt. Derartige Körperschaften bestehen bereits in verschiedenen Städten, und wenn leider auch noch nicht überall denselben jene Aufmerksamkeit entgegen gebracht wird, wie dieselben es eigentlich verdienen, ist doch schon bedeutendes durch sie in der Verbreitung von Union-Label-Produkten und allgemeinen Förderung der Ziele des Gewerkschaftswesen geleistet worden. Frauen sind ohne Zweifel besser geeignet existirende Vorurtheile gegenüber Union-Angelegenheiten unter ihren Geschlechtsgenossinnen zu zerstören wie Männer. Und darum handelt es sich in allererster Linie gerade in der Agitation für Union-Label-Produkte, wo speziell die Frauen als dominirender Faktor erscheinen. Dieses gilt insbesondere bei Brod-, Fleisch- und auch vielfach Kleiderwaaren, wobei auch die Person des vom Verkäufer der Waaren Angestellten als Unionmann oder Nichtunionmann in Betracht kommt. Hunderttausende von Dollars werden beim Einkauf von Waaren seitens der Arbeiter und deren Frauen oder Familien-Angehörigen gespendet, ohne daß auch nur im Geringsten der Gedanke vorherrscht, daß diese Riesenbeträge ohne zwingende Nothwendigkeit vielfach den größten Gegnern der Unionsache zugeführt werden und somit die Arbeiter mit ihrem eigenen Geld ihren Feinden die Munition zur größeren Bekämpfung liefern. Union Produkte werden selbstverständlicher Weise durch derartige Vorkommnisse zurückgedrängt und es wird eine neue Erbitterung im Lager der bisherigen Freunde der Unions geschaffen, so daß die Nachtheile sich in doppelter Weise bei Lohnkämpfen und Agitations-Bestrebungen fühlbar machen. Nur durch systematische Aufklärung ist in diesen Ver-

hältnissen eine Aenderung zum Besseren herbeizuführen. Zutreffend illustrirt das in Chicago publizirte „Women's Label League Journal" vom November 1912 die Situation durch folgende Bemerkungen:

„Wenn jede Frau, die direkt oder indirekt mit der Arbeiter-Bewegung verbunden ist, sei es, weil sie selbst eine Lohnarbeiterin ist, oder durch Vater, Gatten, Bruder oder Sohn mit einem organisirten Gewerke affiliirt ist, die fast unbegranzte Macht innerhalb ihres Bereiches erkennen oder verstehen würde, die sie in den Stand setzt, das Joch der industriellen Unterdrückung der abgerackerten, schlechtbezahlten und niedergetretenen Arbeitern zu erleichtern, sie würde sich ohne lange zu zögern der Gelegenheit anpassen und eine Nachfrage nach dem Union-Label zu kreiren suchen. Das Label ist eine Bescheinigung dafür, daß der gekaufte Artikel in einer sanitären Werkstatt hergestellt worden ist und nicht von Personen, die mit irgend einer ansteckenden Krankheit behaftet sind; daß er nicht in einer Schwitzbude hergestellt wurde, der Brutstätte der Schwindsucht und anderen gleich gefährlichen Krankheiten, die sehr leicht auf die Käufer von Schwitzbuden- und Gefängniß-Produkten zu übertragen sind. Keine größere Aufgabe erwartet heute ihre Lösung von den amerikanischen Frauen als die Förderung der Union-Label-Bewegung."

Wenn sich Hunderte von Frauen, Müttern und Töchtern von Union-Arbeitern und Freunden der organisirten Arbeit in nächster Zeit allenthalben zu einer Union-Label-Liga vereinigen und sie im Kreise ihrer Bekannten und Nachbarn für Union-Artikel eine lebhafte Agitation entfalten, wird diese Körperschaft unzweifelhaft von großem Nutzen für die lokale Gewerkschafts-Bewegung werden. Aller Anfang ist allerdings schwer. Deshalf ist Aufmunterung aus den Kreisen der organisirten nöthig. Gehen wir als Männer und Angehörige der Union mit leuchtendem Beispiel voran, werden sich ohne Frage auch die Frauen mehr für unsere Bestrebungen interessiren anstatt der Bewegung hinderlich im Wege zu stehen. Durch die nöthige Aufklärung muß das Werk einer Women's Union Label League zu Stande kommen, während durch gemeinsames Wirken eine derartige Institution zum Nutzen der Sache der organisirten Arbeiter und deren Familien überall erhalten werden soll.

Geschäfte der ersten Vierteljährigen-Sitzung 1913 des General-Exekutiv-Board.

Um 10 Uhr Samstag Morgen, den 1. Februar, 1913, installierte der zurückziehende General-Präsident Huber die folgenden Beamten für die kommenden zwei Jahre:

James Kirby, General-Präsident.

Arthur A. Quinn, 1. General-Vize-Präsident.

Wm. L. Hutcheson, 2. General-Vize-Präsident.

Frank Duffy, General-Sekretär.

Thos. Neale, General-Schatzmeister.

F. M. Querin, Mitglied G. E. B. 1. Distrikts.

D. A. Post, Mitglied G. E. B. 2. Distrikts.

John J. Potts, Mitglied G. E. B. 3. Distrikts.

James P. Ogletree, Mitglied G. E. B. 4. Distrikts.

Harry Blackmore, Mitglied G. E. B. 5. Distrikts.

Wm. A. Cole, Mitglied G. E. B. 6. Distrikts.

Arthur Martel, Mitglied G. E. B. 7. Distrikts.

Frank Duffy, General-Sekretär.

Indianapolis, Ind., 2. Januar 1913.

Alle Mitglieder waren anwesend.

Eine Sitzung wurde abgehalten und es wurde entschieden, daß die Formation des General-Exekutiv-Board nicht bis zum 1. März (wenn die Konstitutionen gedruckt sein werden) in Kraft treten soll.

Bruder D. A. Post Verief dann die Sitzung der sieben Distrikt-Mitglieder und die Wahl des Vorsitzers war nächst in Ordnung. Bruder Post wurde einstimmig erwählt und Bruder T. M. Querin wurde zum Sekretär erwählt.

Die Vergebung des Kontrakts für die Druckung des Carpenter wurde besprochen. Angebote wurden verteilt für die Druckung und Ausschickung für achzig Tausend (80,000) Hefte per Monat. Folgende Angebote trafen ein:

Harrington & Folger	$2,335.00
The Bramwood Preß	2,375.85
Cheltenham-Aetna Preß	2,248.75
Hollenbeck Preß	2,598.50

Mit diesen Angeboten traf folgender Brief von der Cheltenham-Aetna Preß ein:

Herrn Frank Duffy, Gen.-Sekt. U. B. of C. and J. of A., Indianapolis, Ind.:

Werter Herr: — In Antwort auf ihren Brief vom 14. Januar, welcher uns aufforderte Angebote für die Herausgebung ihres Heftes zu stellen, Bitten wir sie zu benachrichten, daß wir gerne den Plänen nachkommen würden welche besagen, daß 80 M. Hefte jeden Monat gedruckt werden von 64 Seiten und Umschlag, 4 Seiten jeden Ausgebung in Deutsch, 2 in Französisch und die übrigen in Englisch, wozu Papier mit dem Union-Label gebraucht werden soll, für $2,248.75.

Sollte es unmöglich sein zu irgend einer Zeit dieses Papier zu erhalten, so werden wir Ihnen $144.95 für jede monatliche Ausgabe erlauben.

Das Steigen im Preise ist zwei Umständen zuzuschreiben: 1. Die Fabriken des „Trade-Union" Papiers haben die Preise be-

deutend erhöht. 2. Die Löhne der Drucker und Buchbinder wurden auch erhöht.

Wir versprechen Ihnen, sollte uns der Kontrakt zukommen, daß wir allen Union-Forderungen gerne nachkommen werden.

The Chelten-Aetna Preß.

Die folgende Delegation von Chicago, Brüder John A. Metz, Daniel Galvin, George Lakey, Jos. L. Fox und Chas. Graßl, erschienen vor dem Board und erklärten die Verhältnisse der Mühlen in der Stadt. Der Board verlangte, daß die Umstände dieses Falles niedergeschrieben werden.

Dienstag, 4. Februar 1913.

Alle Mitglieder anwesend.

Der General-Sekretär reichte folgende Angebote für die Druckung 200,000 Englische, 10,000 Deutsche und 5,000 Französische Konstitutionen:

Cheltenham-Aetna Preß — 200,000 Englische, $1,492.75; für weitere 4 Seiten, $159.00; 10,000 Deutsche, $212.25; für weiter 4 Seiten, $22.75; 5,000 Französische, $152.50; für weitere 4 Seiten, $16.75.

Bramwood Preß — 200,000 Englische, $1,467.50; für weitere 4 Seiten, $156.50; 10,000 Deutsche, $195.50; für weitere 4 Seiten, $20.50; 5,000 Französische, $142.50; für weitere 4 Seiten, $15.50.

Harrington & Folger — 200,000 Englische, $1,573.75; für weitere 4 Seiten, $167.50; 10,000 Deutsche, $210.50; für weitere 4 Seiten, $22.00; 5,000 Französische, $156.20; für weitere 4 Seiten, $16.75.

Iron City Trades Journal Publishing Co. — 200,000 Englische, $1,638.70; für weitere 4 Seiten, $41.50 per Seite; 10,000 Deutsche, $23.50; für weitere 4 Seiten, $10.00 per Seite; 5,000 Französische, $161.50; für weitere 4 Seiten, $6.25 per Seite.

Die Bramwood Preß erhielt den Kontrakt weil sie das niedrigste Angebot hatte, und der G. S. wurde beauftragt, den Kontrakt zu schließen.

Der G. S. unterbreitete den Bericht des Komitees der Stimmen über den Zusatz der Konstitution. Die folgenden Zusätze erhielten die nötigen zwei Drittel der Stimmen: Zusatz 1, 2, 3, 4, 5, 6, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 45, 46, 47, 48, 53 und 54.

Der Board entschied, daß die Konstitution am 1. März 1913 in Kraft treten soll. Der G. S. wurde beauftragt, alle Lokal-Unionen und Distrikt-Councils davon zu benachrichten.

Der G. S. wurde beauftragt, R. E. L. Connolly zu benachrichten, daß er alle Bücher und anderes Eigentums des U. B. of C. und J. of A., welche in seinem Besitze sind, an Daniel Post, Vorsitzer des General-Exekutiv-Board, zu übertragen.

Der General-Schatzmeister überreichte dem Board ein erneuertes Bond für fünfzig Tausend (50,000) Dollars von der Ocean Accident & Guaranty Corporation, Ltd., New York, N. Y. Dieselbe wurde untersucht und an Vorsitzer Post gewiesen, welcher beauftragt wurde ein Sicherheitsgewölbe zu miethen und den Bond darin zu schließen.

Ein Brief und Angebot wurde von Nau, Rusk & Swearingen, Cleveland, Ohio, welche vierteljährige Bücher-Revisionen für die Jahre 1913 und 1914 und einen Bericht davon erstatten sollen, wie in den verflossenen zwei Jahren, für $500.00 per Jahr. Der G. S. wurde beauftragt den Kontrakt zu schließen.

Anfrage der L. U. Nr. 293 Canton, Ill., und L. U. Nr. 360 Galesburg, Ill., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung und eine Lohnerhöhung von 40 Cents per Tag in dem ersteren Falle und 5 Cents per Stunde in dem letzteren. Sanktion wurde gegeben, finanzielle Unterstützung wird später entschieden je nach den Berichten der Unionen.

Cape Breton, N. S., Canada. — Anfrage des D. C. für eine Bewilligung von $500.00 für Organisierungszwecke. Der Board bewilligte $100.00, welche nach den Befehlen des G. P. ausgegeben werden sollen.

Anfrage der Women's International Union Label League für eine Beschenkung wurde verneint.

Der Board bewilligte $200.00 an den Lower Anthracite, Pa., D. C., und $100.00 an den L. U. Nr. 41 Nashville, Tenn., für Organisierungszwecke. Dieses Geld soll nach den Befehlen des G. P. verausgabt werden.

Wheaton, Ill. — Anfrage der L. U. Nr. 1527 für eine Bewilligung für $200.00 für Organisationszwecke. Der Board verneinte dieses weil die Anfrage nicht von dem D. C. gestellt wurde.

Anfrage der L. U. Nr. 251 Kingston, N. Y., und der L. U. Nr. 171 Youngstown, Ohio, für eine Bewilligung für Stiftungszwecke. Diese Anfragen wurden nicht gewährt und der G. S. wurde beauftragt, diesen L. U. aufzufordern ein wenig von ihrem eigenen Gelde anzulegen.

Anfrage aus Portland, Ore., um eine Bewilligung von $5,000.00 für Stiftungszwecke. Der Board bewilligte $300.00, welche nach den Befehlen des G. P. verausgabt werden sollen.

Cleveland, Ohio. — Anfrage des D. C. um Sanktion in einer Gewerksforderung. Brüder John M. Sheehan und Lewis J. Babb erschienen vor dem Board. Sanktion wurde gegeben für die außerarbeitenden Leute, finanzielle Unterstützung wurde vorläufig verweigert bis weitere Berichte in den General-Hauptquartier eintreffen. Der G. P. wurde beauftragt die Umstände der

Mühlenarbeiter zu untersuchen und Sanktion wurde bis dahin verlegt.

Quincy, Ill. — Anfrage der L. U. Nr. 1366 um finanzielle Unterstützung in einem Streike. Der Board bewilligte $450.00.

East St. Louis, Ill. — Anfrage um Sanktion in einer Gewerksforderung der L. U. 169. Sanktion wurde gewährt.

San Diego, Cal. — Anfrage der L. U. Nr. 10 für Sanktion in einer Gewerksforderung zur Erhöhung der Löhne von 50 Cents per Tag. Sanktion genehmigt. Finanzielle Unterstützung wurde verschoben bis weitere Berichte eintreffen.

Anfrage der L. U. Nr. 431 Brazil, Ind., der L. U. Nr. 380 Herkimer, N. Y., der L. U. Nr. 877 Worcester, Mass., der L. U. Nr. 1069 Muscatine, Iowa, der L. U. No. 952 Bristol, Conn., der L. U. Nr. 1665 Alexandria, Va., der L. U. Nr. 1832 Escanaba, Mich., der L. U. Nr. 117 Albany, N. Y., um Sanktion um finanzielle Unterstützung in einer Gewerksforderung. Sanktion wurde gegeben. Finanzielle Unterstützung wurde vorläufig verweigert bis weitere Berichte einlaufen.

Anfrage der L. U. Nr. 261 Scranton, Pa., um Sanktion in einer Gewerksforderung wurde verweigert, weil aus den 503 Mitglieder nur 70 stimmten. Der G. P. wurde beauftragt zu untersuchen warum so wenig Interessen in dieser Nachbarschaft gezeigt wird, ebenso in dem Falle der L. U. Nr. 200 Columbus, Ohio.

Mittwoch, 5. Februar 1913.

Alle Mitglieder anwesend.

Philadelphia, Pa. — Anfrage des D. C. um Sanktion in einer Gewerksforderung wurde bis zur April-Sitzung verlegt und wurde der G. P. beauftragt die Verhältnisse zu untersuchen.

Anfrage des D. C. Niagara Co., N. Y., der L. U. Nr. 66 Jamestown, N. Y., der L. U. Nr. 145 Sayre, Pa., der L. U. Nr. 572 Georgetown, Tex., der L. U. Nr. 1949 Lewistown, Mont., der L. U. Nr. 493 Mt. Vernon, N. Y., des D. C. Wyoming Valley, Pa. der L. U. Nr. 41 Nashville, Tenn., der L. U. Nr. 186 Steubenville, Ohio, der L. U. Nr. 207 Chester, Pa., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion wurde gewährt. Finanzielle Unterstützung wurde vorläufig verweigert bis weitere Berichte eintreffen.

Anfrage der L. U. Nr. 100, Muskegon, Mich., um Sanktion zu einer Gewerksforderung wurde an den G. S. gewiesen bis die Lokal die Bestätigung des D. C. erhält.

Pittsburg, Pa. — Anfrage des D. C. für eine Bewilligung für Stiftungszwecke. Der G. E. B. fand, daß die Lokal-Unionen 1732, 142, 164, 165, 211, 254, 255, 333, 402, 699, 773, 852, 1186 und 1273 nicht die Berichte über die Finanzen ihrer Union einreichten. Darum wurde dieser Fall verschoben bis diese Papiere eintreffen.

Der Board bewilligte $100.00 an die L. U. Nr. 1513 Schenectady für Stiftungszwecke welche nach den Befehlen des G. P. verspendet werde sollen.

Cabo Rojo, Porto Rico. — Anfrage der L. U. Nr. 1455 um finanzielle Unterstützung wurde verweigert bis der G. S. die Verhältnisse untersucht.

Der G. P. wurde beauftragt Hilfe zu leisten, daß Unionmaterial in den Mühlen in Philadelphia und Umgegend gebraucht wird.

Der G. S. zeigte ein Protest der L. U. Nr. 7 Minneapolis, Minn., welche von den Lokal-Unionens Nr. 247, 471, 478, 42, 387, 309, 122 und 61 unterstützt wird. Diese L. U.'en sagen, daß die Akten des 12. Tages der Washington Konvention nicht richtig sein. Der G. E. B. fand, daß die Akten richtig sind und wurde der Protest den Akten einverleibt.

Anfrage der L. U. 620 Vineland, N. Y., für Sanktion in einer Gewerksforderung, wurde on den G. S. gewiesen, welcher untersuchen soll, welches Interesse genommen wurde und wie viele Mitglieder in diesem Falle stimmten.

San Francisco, Cal. — Anfrage der L. U. Nr. 22 um finanzielle Unterstützung in dem Eisenarbeiter-Fall verweigert.

Saginaw, Mich.—Ein Bericht wurde erhalten von der Tri-City D. C. über $210.38. Der D. C. erhielt Kredit für diese Summe und wurde der G. S. beauftragt den D. C. zu benachrichten, daß er einen Bericht über die übriggebliebenen $89.62 sende.

Angebote zur Druckung des Finanz-Sekretärs und Schatzmeisters Berichtblanken und wurde kein Entschluß gefaßt.

Angebote zur Druckung der Ritualen waren wie folgt:

Cheltenham?Aetna Preß — 3,000 Englische, $486.75; 150 Deutsche, $64.50; 150 Französische, $64.50.

Harrington & Folger — 3,000 Englische, $457.50; 150 Deutsche und 150 Französische, $114.00 für die 300.

Bramwood Preß — 3,000 Englische, $480.35; 150 Deutsche und 150 Französische, $122.25.

Da Harrington & Folger das niedrigste Angebot hatten, wurde der G. S. beauftragt den Kontrakt zu schließen.

Anfrager der National Exchange Bank, Augusta, Ga., und der Indiana State Bank, Indianapolis, Ind., daß der U. B. einen Teil seines Geldes bei ihnen deponiere, wurde für künftigen Gebrauch den Akten einverleibt.

(Fortsetzung in nächster Nummer.)

Departement Francais

Le Premier Secretaire du Travail

Guillaume B. Wilson, un Nestor du groupe ouvrier parmi les membres du Congrès de Washington, a été élu Secrétaire du Travail dans le cabinet du Président Wilson.

"Billy" Wilson fut élu Représentant afin de conbattre le Congrès National dans ses idées contre la Fédération Amèricaine du Travail. Il était membre du soixantième Congrès, élu dans le quinzième district de Pennsylvanie, et fut réelu pour les deuxt Congrès suivants.

Dans le soixante-deuxième Congrès, il était Président du Comité de Travail. Dans cette nouvelle position it fut remarquable par sa sagacité d'esprit, sa logique, et son exposition nette et précise, en communiquant au Congrès les projets et mesures de son Comité. Son Comité du Travail était le meilleur de tous; et, à cause des bons rapports faits au Congrès, ses mesures étaient généralement discutées en pleine Chambre.

Grâce à ses efforts, la Fédération Américaine du Travail lui est redevable pour la création d'un autre Département dans le cabinet du Président, c'est-à-dire celui du Travail.

N'est-ce pas juste, raisonable et convenable d'avoir un des nôtres en tête de ce Département? "Billy" Wilson est l'homme de choix. Nous sommes heureux de voir Monsieur Wilson à table, en compagnie du Président, sauvegardant nos interêts, et nous procurant toute sorte de bien.

Placer une responsabilité entiére à l'Etat, c'est encourager un systéme d'irresponsabilité parmi les individus et les sociétés d'un Etat, et, par consequent, c'est amener un désordre complet et engendrer la tyrannie.

Maladies Industrielles dans les Etats-Unis

Le manque de remèdes, de la part de la nation, pour les maladies de l'Industrie. a été mis à jour par le rapport publié tout récemment par la Seconde Conference Nationale sur les Maladies Industrielles.

On a montré que dans le courant des trois dernières années, dans l'état d'Illinois il y a eu 578 cas d'empoisonnement de plomb, et un examen rapide a découvert 121 cas dans la ville de New York même.

Un bon nombre de cas se sont produis à cause du manque de directions indiquant quels remèdes préventifs, ou quelles précautions il faut prendre pour éviter tels accidents. En Angleterre et en Allemagne on a pris de telles précautions; de plus, il existe une assurance contre ces maladies.

Un mouvement d'amélioration s'est produit cette année. Afin de pourvoir au bien-être des trente millions d'ouvriers du pays, le Congrès National a défendu la fabrication des allumettes dites "phossy jaw." Dans huit états differents il existe une loi exigeant le rapport, de qui de droit, de toute maladie occasionée par les industries.

Les maladies provenant des occupations ont été discutées au moyen de traités lus devant l'Association Médicale Américaine, cette année pour la première fois.

Le médecin W. Gilman Thompson a donnée un plan pour classifier les maladies. Monsieur Frederick L. Keays a traité les "maladies du caisson," résultant de l'air Comprimé; il eut l'occasion d'étudier 3692 cas parmi les ouvriers employés à creuser le tunnel sous la rivière Est. Monsieur L. M. Ryan, le médecin de la Compagnie de Fondations, a examiné de pareils cas,

indiquant des procès propres à éviter les mauvais résultats.

Tout autres espèces de maladies ont été discutées par de fameux médecins tels que John A. Fordyce, Chas. A. Dana, Ellice M. Alger, et David L. Edsall. Leurs rapports montrent qu'il y a encore beaucoup à faire dans notre pays pour réduire ou prévenir toute maladie occasionée par les travaux eux-mêmes, ou bien par les substances rencontrées dans ces travaux.

Les rapports d'empoisonnement dans la ville de New York, et les examens établis sur 1413 ouvriers dans les boulangeries ou les tailleries sous-sol sont compris dans les investigations.

Le médecin Richard C. Cabot de Boston suggère aux hôpitaux de travailler ardemment à prévenir les maladies des industries; le professeur C. E. A. Winslow a écrit sciemmant sur la température et l'humidité dans les usines. Le Professeur Baskerville suggère certains remèdes préventifs pour ceux qui sont exposés à le poussière, aux exhalations et au gaz.

Si la maladie des industries doit être traitée avec méthode, dit le médecin C. L. Wilbur, le Statisticien en chief des Etats-Unis, il faut en étudier toute les phases, comme aussi de quelles occupations provient telle et telle maladie. Ceci doit être étudie par l'Association Médicale d'Amérique.

Pendant les huit premiers mois de l'existence de la loi ayant rapport à l'inspection des usines dans l'Illinois, on a trouvé 247 cas de maladies parmi 31 manufactures. Dans une usine seule on trouva 27 cas d'empoisonnement de plomb pendant le mois d'août, provenant du frottement des peintures à plomb avec papier verré. En se servant d'un simple appareil respiratoire dans cette même usine on a eu un seul cas dans le courant de quatre mois.

Le médecin Leonard W. Hatch, statisticien pour New York, a fait ressortir l'importance de la part de tout médecin d'étudier les divers case qu'il a à traiter, et à publier les résultats que la loi a produits parmi les classes ouvrières. Le rapport, emane de l'Association Américaine pour le travail Legislatif se termine anec une bibliographie de 600 Manufactures Américaines, outre les plus importantes des manufactures étrangères. — Association Américaine pour le Travail Législatif.

Commissions Royales dans la Colombie Anglaise

Le gouvernement de la Colombie Anglaise a tout récemment nommé une Commission Royale ayant pour but d'étudier tout ce qui regarde les travaux de la province. Cette commission exercera ses fonctions durant la première quinzaine de janvier, et tiendra ses séances en divers endraits dans la province.

Une autre Commission Royale a été fondée afin d'examiner à fond ce qui pourrait affecter l'agriculture dans la Colombie. Son travail commencera dès le début du nouvel an.

La richesse d'elle-même ne fait pas le bonheur; le mot plaisir n'est pas un autre mot pour bonheur; le luxe et l'aisance ne rendent pas leur clients heureux. Le vrai bonheur est plus que tout cela; il est plus élevé, il est plus noble, plus pur que ces plaisirs terrestres. C'est la pureté de conscience, et un esprit droit et tranquille qui donnent le vrai bonheur ici-bas.

L'acquisition de certains droits suppose aussi l'obligation de remplir certains devoirs. Ce principe s'applique tout à la fois, aux individus et à tout groupe d'individus. De cela s'ensuit la justice.

Dans ce monde il existe une telle situation que la paix, et elle est acquise par la pratique de la charité envers autrui— un sourire pour ceux qui sont attristés, un mot sympathique pour les souffrants, la conviction qu'il y a quelque chose dans la vie dont le but est plus haut, meilleur et plus noble que notre propre avancement.

Death Roll

THOMPSON, C. A., President of L. U. 69, Columbia, S. C.

Claims Paid During April, 1913

No.	Name.	Union.	Am't.
19120	Mrs. Mary J. McDevitt	8	$ 50.00
19121	Mrs. Fannie Stiles Smith..	23	50.00
19122	Mrs. Marjory Cormack	43	50.00
19123	Mrs. Emma M. Short	61	50.00
19124	Mrs. Christina Johnson ...	87	50.00
19125	Mrs. Mamie J. Nelson	87	50.00
19126	John W. Pickles	141	200.00
19127	Hans O. Seversen.....	181	138.20
19128	Mrs. Viola E. Carroll.....	362	50.00
19129	Mrs. Annie Weir	471	50.00
19130	Mrs. Theresa Cousins	526	50.00
19131	Cyrus M. Baker	550	50.00
19132	Christopher Gunston	714	50.00
19133	Mrs. Mabel Miller	739	50.00
19134	Mrs. Maggie Smith	795	50.00
19135	Oscar Saenger	1367	200.00
19136	Mrs. Lizzie Preacher	1566	50.00
19137	Calls Bass	1653	200.00
19138	Mrs. Paulina Gruesz	1835	50.00
19139	John H. Tracy	1936	50.00
19140	Christian Kolb	8	200.00
19141	Archibald F. Chisholm	33	200.00
19142	John Wallen	47	200.00
19143	Edward W. McGauley	125	50.00
19144	Thomas P. Smith	167	200.00
19145	Harry G. McMillan	201	50.00
19146	Joseph J. Gaudette	234	200.00
19147	Fritz Bauer	423	200.00
19148	Frank Zentgraf	464	50.00
19149	Peter J. Kelley	483	109.25
19150	Geo. W. Green (dis.).....	550	400.00
19151	Millard F. Ritchie (dis.)...	626	400.00
19152	Frederick Brennan (dis.)..	1152	100.00
19153	Julius Anderson	1713	200.00
19154	Mrs. Harriett Eberhardt...	36	50.00
19155	C. A. Thompson	69	200.00
19156	Mrs. Janet Callun	276	50.00
19157	Almon L. Bailey	493	200.00
19158	Mrs. Nora Racht	813	50.00
19159	Jacob Leiner	309	200.00
19160	Frank Breuer	1053	200.00
19161	Mrs. Julia King	1256	50.00
19162	Mrs. Anna Tilley	1607	25.00
19163	Ole Gunstensen	12	200.00
19164	John B. Krumlich	26	200.00
19165	E. R. Sanders	27	50.00
19166	Albert Perry	33	50.00
19167	W. E. Henderson	50	50.00
19168	S. B. Barrett	132	200.00
19169	John Bensel	132	50.00
19170	Alfred J. Pardy	137	200.00
19171	Mrs. Ellen A. O'Brien	142	50.00
19172	John Behn, Jr.	199	200.00
19173	Fred Stebbins	223	200.00
19174	Anton Speth	291	200.00
19175	W. T. Zachery	345	200.00
19176	Benjamin Winters	370	200.00
19177	Mrs Edith Arnold	416	50.00
19178	Peter Donnelly (dis.).....	438	400.00
19179	Pierre Roberge	730	50.00
19180	John Murphy	762	200.00
19181	George Wells (dis.)	33	400.00
19182	Mrs. Elizabeth Yacheva ...	126	50.00
19183	Lorenzo S. Sivells	197	200.00
19184	Mrs. John L. Blackmon....	259	50.00
19185	Louis Keller	573	100.00
19186	Henry Fisher	13	200.00
19187	Peter Ranner	88	200.00
19188	Thomas Hurley	306	200.00
19189	Jacob Weber	355	200.00
19190	Fred Krug	375	200.00
19191	Mrs. Bertha L. Newton ...	489	50.00
19192	Wm. A. Towle	586	200.00
19193	Edouard Dube	859	200.00
19194	Luther M. Marston	860	50.00
19195	Herman Bettinger	174	200.00
19196	Mrs. Bonnie B. Starnes ..	253	25.00
19197	Mrs. Yudes Singer	309	50.00
19198	W. H. Parks	316	50.00
19199	Mrs. Ursula Francekovic ..	722	25.00
19200	W. S. Huffman	1188	50.00
19201	Mrs. Ella Hause	2	50.00
19202	Mrs. Margaret D. Robbins	2	50.00
19203	W. F. Parker	3	200.00
19204	John P. Jurgens	16	200.00
19205	Elmer C. Long	20	200.00
19206	Frederick Johnston	29	50.00
19207	Mrs. Lucinda A. Thompson	75	50.00
19208	Frank Farl	80	200.00
19209	Mrs. Salina McMillen	138	50.00
19210	Chas. F. Mickey	142	200.00
19211	August Kramer	148	200.00
19212	E. F. Fletcher	184	50.00
19213	Esta del Prete	262	200.00
19214	Mrs. Addie R. Hall	345	50.00
19215	Joseph Jordan	349	200.00
19216	Jas. P. Schaeffer	387	200.00
19217	E. A. Unger	957	50.00

No.	Name.	Union.	Am't.
19218	Augustus Rausehousen ...	979	50.00
19219	Ben Cuykendoll	1161	50.00
19220	Mrs. F. E. Anderson.....	1868	50.00
19221	Mrs. Elizabeth Leppein ...	80	50.00
19222	Mrs. Nanny E. Carlson	141	50.00
19223	Mrs. Josephine Petraskek..	307	50.00
19224	Mrs. Camille Stricker	464	50.00
19225	Mrs. Luthary E. Hill.....	508	50.00
19226	Arthur St. Peter	13	200.00
19227	Ross A. Hill (dis.)	22	400.00
19228	Mrs. Lena R. Granger.....	105	50.00
19229	Edmund Johnson	115	100.00
19230	Mrs. Eva A. Endemann....	125	50.00
19231	A. H. Winslow	132	200.00
19232	Mrs. Mary M. Ketcham ...	200	50.00
19233	I. H. Ralston	200	50.00
19234	Mrs. Cora J. Thurber	223	50.00
19235	Henry R. Lyon	306	200.00
19236	John E. Horvath	309	200.00
19237	Robert L. Case	310	50.00
19238	Mrs. Alice Van Tuin	325	50.00
19239	Mrs. Rosa B. Larner	365	50.00
19240	Frank W. Cyklan (bal.)....	422	100.00
19241	L. A. Byers	506	200.00
19242	H. J. Rogers	531	200.00
19243	Cecil C. Groves	545	200.00
19244	Frederick Huber	796	200.00
19245	Samuel McCardle	1364	50.00
19246	Mrs. Bettie Johnson	1367	50.00
19247	J. Johnson	1367	200.00
19248	Edward A. Galenius	1516	100.00
19249	James Necas	1786	200.00
19250	John M. Mahr	293	200.00
19251	A. M. Lawrence	307	100.00
19252	Mrs. Edith F. Collier.....	742	25.00
19253	L. N. Middleton	1495	50.00
19254	Alphonse Dion	21	200.00
19255	James T. Yewell	29	50.00
19256	Mrs. Emelia Olson	80	50.00
19257	Mrs. Albertine Lavine	181	50.00
19258	Lorenz Darms	238	200.00
19259	Mrs. Sarah Ungerer	257	50.00
19260	Joseph Kern	284	50.00
19261	James Carnahan	299	200.00
19262	Mrs. Julia Zindars	314	50.00
19263	Mrs. Anna Zima	416	50.00
19264	Wm. W. Klatt	427	200.00
19265	H. D. Goetchims	532	50.00
19266	Mrs. Minnie H. Cook.....	810	50.00
19267	Mrs. Julia T. Hicking.....	972	50.00
19268	Mrs. Agnes Lambert	1677	50.00
19269	Wm. St. Hilaire	1699	200.00
19270	Mrs. Ella M. Lorbeck	1747	50.00
19271	Robert A. G. Lattmann....	1	200.00
19272	W. A. Urbanus	1	200.00
19273	Robert Turner	10	200.00
19274	Frank L. Andrus	19	200.00
19275	Andrew Dalgleish	79	200.00
19276	Swan Anderson	87	50.00
19277	Mrs. Anna Brown	224	50.00
19278	Anton Wollemann	309	200.00
19279	J. N. Hinz	427	200.00
19280	Samuel Beemster	434	200.00
19281	John Nelson	471	200.00
19282	Isaac R. Howard	1113	200.00
19283	Franklin E. Pierce	1579	50.00
19284	Simon Vogel	16	200.00
19285	A. E. Singer	75	100.00
19286	John L. Herbert	80	50.00
19287	Thomas W. Bleakney	131	200.00
19288	Mrs. Florence O. Bush	158	50.00
19289	Geo. A. Steadman	196	200.00
19290	Frank Edworthy	213	200.00
19291	Frank Norder	280	200.00
19292	Freek Bullema	434	50.00
19293	J. Edward Eckenrode.....	492	200.00
19294	W. L. Evans	536	200.00
19295	Mrs. Florence Dockum	622	50.00
19296	Olof Hanson	638	200.00
19297	Mrs. Mary Reynolds	750	50.00
19298	Mrs. Mary E. Sutton	842	50.00
19299	Mrs. Agnes Strauss	1367	50.00
19300	Mrs. Rosa V. Patterson ...	1639	50.00
19301	Mrs. Rose Laro	1794	25.00
19302	Vincent Marcek	5	200.00
19303	Gust Lund	55	200.00
19304	Wm. Lee	118	200.00
19305	W. H. Bergman (dis.).....	132	100.00
19306	Mrs. Augusta Shadley.....	133	25.00
19307	Chas. G. Howell (dis.).....	169	400.00
19308	Mrs. Mary A. Reeser	239	50.00
19309	John B. Schuyler	289	50.00
19310	Mrs. Marie Nordblom	387	50.00
19311	Mrs. Mary K. Ernst	416	50.00
19312	John Rademacher	423	200.00
19313	Herman Schoeppie	427	50.00
19314	Harry Saltzman (dis.).....	504	300.00
19315	E. L. Brinegar	515	50.00
19316	Mrs. Maria Hunter	569	50.00
19317	Alfred L. Clayton	750	50.00
19318	Oliver H. P. Eldridge	750	200.00
19319	Mrs. Leota O. Jacobson....	767	50.00
19320	Louis Merchant (dis.).....	1146	400.00
19321	Mrs. Louise E. Ashley.....	1287	50.00
19322	Henry Kraus	1367	100.00
19323	Israel Singer	1367	76.50
19324	H. Sikkenga	1367	200.00
19325	Parley P. Morris	63	50.00
19326	O. Rabideau	72	200.00
19327	Wm. Moran	122	200.00
19328	Mrs. Edith Busch	133	50.00
19329	Joseph W. Breman	167	200.00
19330	James K. Jackson	167	200.00
19331	Oliver B. Morehouse	219	200.00
19332	Mrs. Caterina Lindberg ...	247	50.00
19333	Emil Kuhr	299	158.27
19334	Oliver Alexander	325	200.00
19335	James W. Green	368	50.00
19336	Mrs. Elise Boucher	390	50.00
19337	Mrs. Louise Robinson	408	50.00
19338	Mrs. Birdie A. Brown	1072	50.00
19339	Mrs. Ida C. Johnson	1082	50.00
19340	Wm. E. Fisher	1093	200.00
19341	John W. Spitzer	1569	200.00
19342	Samuel W. Pethick	1678	50.00
19343	Charles P. Spahr (dis.)....	676	400.00

Total $28,332.22

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Electric Lighting	Automobile Running
Plumbing & Steam Fitting	Bookkeeper
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Name _____

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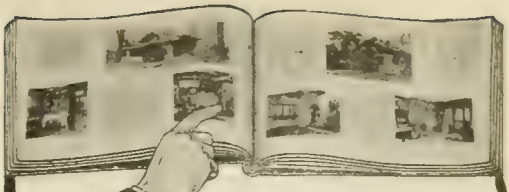

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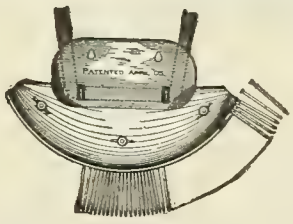

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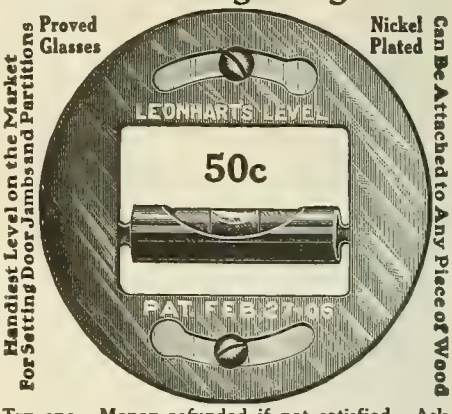
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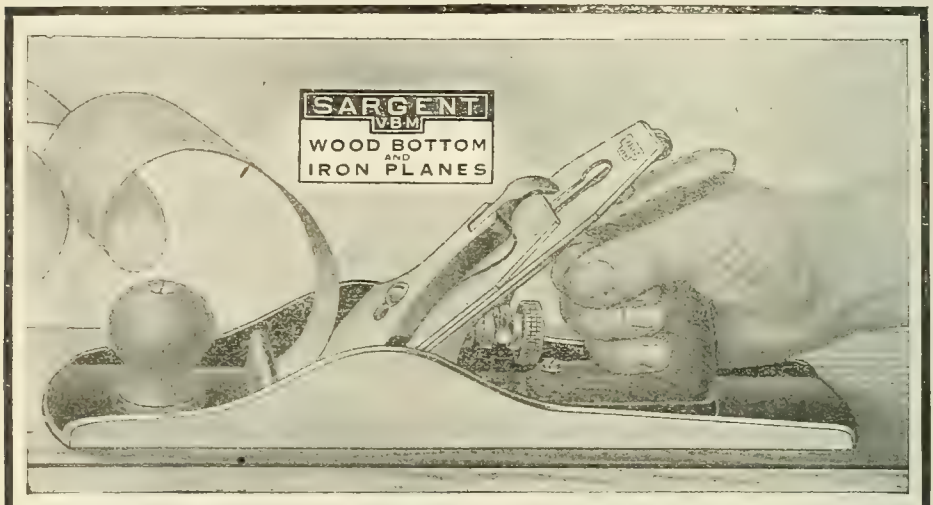

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Between Capitalism and Collectivism there lies a middle way, which may be styled Solidarism. This must not be forgotten in the study of the social question.

Mizpah

(The Lord watch between me and thee when we are absent one from another.—Gen. 31:49.)

Go thou thy way, and I go mine;
Apart, yet not afar,
Only a thin veil hangs between
The pathway where we are.
And "God keep watch 'tween thee and me;"
This is my prayer;
He looks thy way, He looketh mine,
And keeps us near.

I know not where thy road may lie,
Or which way mine will be;
If mine will lead through parching sands,
And thine beside the sea;
Yet God keeps watch 'tween thee and me,
So never fear;
He holds thy hand, He claspeth mine,
And keeps us near.

I sigh, sometimes, to see thy face,
But since this may not be,
I'll leave thee to the care of Him
Who cares for thee and me.
"I'll keep you beneath My wings,"
His comforts dear;
O'er wing o'er thee, and one o'er me,
So we are near.

And tho' our paths be separate,
And thy way is not mine,
Yet coming to the Mercy Seat,
My soul will meet with thine,
And "God keep watch 'tween thee and me."
I'll whisper there,
He blessed thee, He blessed me,
And we are near.

Practical Carpentry

(Continued from page 48.)

Strange as it may seem, those girders are as straight as the day I left them, the constant heft above them seems to have no effect on them whatever.

Had they been built of heft timbers, and had one of those timbers been faulty, there would undoubtedly have been trouble. But, being built of native lumber, just whatever the mill happened to have, they stood the strain well. They were composed of maple, oak, beech and walnut, sawed one and three-fourth inches thick, making the girder 8¾ inches thick, or practically 9 by 12.

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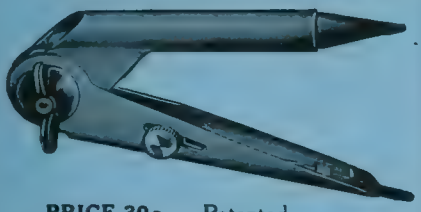

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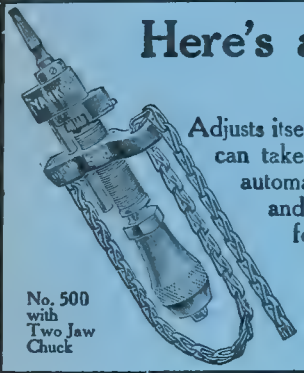

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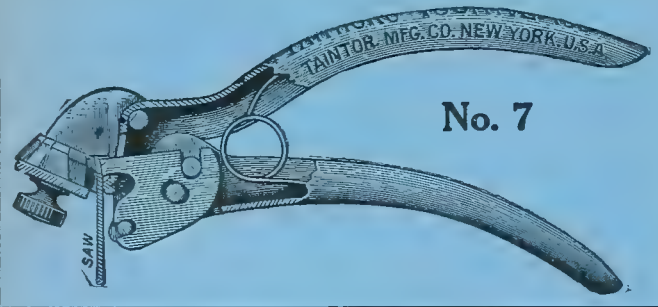

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The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

Entered February 13, 1903, at Indianapolis, Indiana, as second class mail matter, under the Act of Congress of March 3, 1879

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Established in 1881

INDIANAPOLIS, JUNE, 1913

One Dollar Per Year
Ten Cents a Copy

Through the Seasons

BY MARGARET SCOTT HALL

While the world is mellow with sunshine,
Sweet with the odors of June,
The toilers inured to hardship
Step to a livelier tune;
To the music of busy hammers,
For work is the world's refrain,
The heirs of adversity labor
To the tune of saw and plane.

The robins nest high in the tree-tops,
The roses smile sweet and gay,
And a thousand charms of the summer
Are calling the world to play;
But the men who work for a living,
And fight the wolf from their door,
Heed no call of vacation's play time
But toil as never before.

And the beautiful world of pleasure
So filled with beautiful things
Shines ever and on through the seasons
Alike for peasants and kings;
But capital corners the market
On food stuffs and coal and ice,
And the men who toil for existence
Must hustle to pay the price.

And the fair, bright world with its June time
Calls to its children in vain,
For labor can not afford play time
And earn the price of life's pain;
For the fangs of the wolf snarl nearer,
The wolf of want at the door,
And capital smiles at the specter
That haunts the lives of the poor.

HOW THE OLD ORDER IS CHANGING

(By Prof. Ezra G. Gray.)

IT must be, to say the least, annoying to the decaying Kirby, his National Association of Manufacturers, the Erectors' Association, especially its hired man, Walter Drew, the fruitless Anti-Boycott coterie, and the corporation lawyers and capitalistic syndicates to realize that organized labor is being generously rewarded for political support which a vast majority of its members gave in the late national election to the party now regnant.

By favor of the successful party, organized labor now sits in representation in the inner council chambers of the nation in the person of the Hon. Wm. B. Wilson, the Secretary of the Department of Labor; by favor of the ruling majority in the Congress of the United States, the odious Sherman Anti-Trust Act is no longer effective against labor and farmers' unions, in the sense of their being illegal trust organizations, or liable to prosecution as such. In many States of the nation, labor's leaders have been placed in high official position and labor laws, which organized labor asked for, have been enacted, while certain other laws have been changed to cover a fairer equalization of moral and legal responsibility.

Prior to the present year, labor's ears buzzed with sounds of trust prosecutions against itself, its members, and against "Big Business"—trusts and corporations. All of the latter were favored with light fines, brief and few imprisonments, and numerous "nollies," at all of which they laughed in pleasure and contempt. Now Wickersham is silent; Drew in darkness—the voluble attorney of the Manufacturers' Association is at his wit's end.

The "Million-and-a-half-dollar War Fund" of the National Association has been found to possess too much India rubber, having the force and power of a sad and serious rebound. That fund cost our country millions of dollars in the way of malicious prosecutions and official transportations, and other employments and expenses incidental thereto, not including the loss of lives and property, nor the amount of misery that came to peaceful homes and people.

For nearly a score of years organized labor has pleaded persistently for the more peaceful and less costly course of arbitration in labor disputes or controversies. In the same period capital, in associated form, combined to control and dictate industrial conditions and wage schedules, always turning a deaf ear and contemptuous voice to even the very spirit of arbitration.

Impartially the public has watched for a pacific trend of thought away from the Kirby kind. It has not come. On the contrary, the wicked, cruel and destructive form of inconsistent and aggressive opposition has appeared through aid of the "war fund" and millions added in a replenishing way, and this has given weapons which a civilized nation would spurn because of the moral barbarity of such implements and their effect against prospective peace.

Finally, the public called for a change in the old order of things, and the first and emphatic answer to the call went out over the country, placing in power an administration that gave its prior and positive promises that capital should no longer dominate the people—the wage earners in particular and the national government in general. All humanity and civil and political intelligence saw in the change a sensitive cause for rejoicing that those promises were not hollow, but earnest, and finding commendable efforts to fulfill them according to reason, right, justice, and impartiality.

While it is true that there has been a wholesome result in blotting out blem-

ishes marring and injuring the cause of labor, it is extremely gratifying to note the continuous appeal of organized labor to so adjust industrial contentions and conditions as to bring capital and labor within the lines of industrial peace and prosperity throughout the country. Still more gratifying is the fact that the present government is furthering the appeal by fruitful aid and recognition, and that both labor and the government are proceeding in quiet and effective manner along ways and means that fully answer the appeal.

What rises now to prominence is the duty of the considerate wage people, the thoughtful public, and the impartial, unbiased capitalists and employers to throw the weight of influence and power to place the change beyond any possible retrogression. To all of which, let us say—"Success!"

RISING ABOVE THE RUT

(By Owen B. Maginnis.)

IT has been intimated by various individuals that the majority of carpenters are nothing more nor less than "Hammer and Saw" men, who cannot do a job by themselves without a higher skilled or superior mechanic to show them how in the shape of a foreman or master.

This statement is too sweeping to be true or even considered seriously, although the absence and lack of apprenticeship systems nowadays has rendered it more difficult to acquire the essential advanced knowledge of the technics of the trade than formerly; which brings us squarely to the problem of "modern mechanical education" or rather the acquisition of that skill of hand, and activity, and intuition of brain which will enable a man to execute and produce the middle and higher examples of the art of the artisan.

However, I do not write nor speak of manual training or vocational faddishness of that sort, nor those comparatively pseudo systems, which, although formulated with the good intention of inculcating into young and untutored personalities tastes or ambitious efforts likely to create, by actual tool manipulation, useful or beautiful objects (in most cases whether they desire it or not), but of the fact of that practical, serious, and earnest knowledge which must be acquired, born into, or inherited by anyone, to become skilled, reliable mechanics.

The best school, any thinking man will concede, is undoubtedly that of experience. To commence early in life—aye, indeed, in comparative youth—just after childhood, when boyhood or girlhood is budding, or even before, say with a box of building blocks or toy tools, is laying the foundation for a successful mechanical career, especially as it should be developed in the training of a successful future carpenter and joiner, and by fostering and encouraging the young mind in this direction, on and on until the time of puberty has passed.

So much depends upon parents, especially the male. If he is a carpenter and has one son or more, how simple it would be to bring him or them into the shop, or on any building job in or on which the father is engaged. To let him, the child or youth, play with pieces of wood, drive, even mischievously, some nails, or saw a little wood might engender, while engaged in this pastime, a desire to do it again, or enjoy more of it until its pursuit becomes a habit and the parent will soon see that the tyro will neglect play and cultivate work, because the mechanic in embryo will regard it as a more enjoyable pastime than play.

It has been noted how a group of children or youths—nay even men and some women—will stop and look interestingly and in silence at skilled mechanics while at work and in pursuit of their daily avo-

cations. The group outside a blacksmith's shop, the crowd around a new building in course of construction, raising of a safe, building of a bridge, boat or automobile, attest the mechanical interest latent in human beings which, perhaps, has never developed nor has been even trained into the desire and without perhaps sufficient energy to acquire or exercise manual skill.

And so it is this very skill which makes the best mechanics so valuable. It was this possession which long ago consolidated the ancient Freemasons, trades guilds, and our modern unions and which gave them the perfect right and power to ask for and obtain greater compensation for their completed labor and productions.

I do not speak of art, which John Ruskin has truly written of as "Advanced skill," but of the higher branches of our own trade which is so important to the community at large. The world could, and does, live in many cases without art, but without the skilled tradesmen who build our houses, etc., it would be a dreary place, indeed, and we would soon retrograde to the barbarism of the stone age, which being said, although I have digressed, brings us back as to how we of the "saw and hammer" must—mind you I say "must"—each and all together progress and rise day by day, as long as the Almighty gives us health and strength to aspire to higher things and to do them.

Therefore, I should recommend carpenters to study at all times and by all means, to observe, and endeavor to mentally retain the best impressions, means, and methods which may come within their visual notice, to make sketches and written notes of special details of carpentry and joinery, to purchase good books for reference, to listen to the conversations attentively of those whose older experience and long lives have given them superior knowledge—and surely this is worth while attaining at the small cost of keeping one's ears open and mouth shut. Also, to distinguish between the gold and the dross in wood work; and, above all, to travel now and again away from present homes and environments to those apart—say from city to country—village to town, and town to country—and vice versa, always working and learning, but last and most important of all, continue a carpenter as you journey through life and live on your trade, to improve, increase and cultivate your manual skill, for this trade depends solely on the movement of the human hands which through the proper functions of the brain and eye guide each tool in its course and exact direction, each in its turn as required and mechanically necessary to the full and precise completion of the job. In perfect mechanics errors are not justifiable, do not and must not exist, nor can they do so without courting disaster and perhaps disgrace.

Be absolutely honest in endeavor, and you will in consequence gain the confidence of your employer, be he foreman, contractor, or owner, not blatant nor too positive, but relying on the mechanical knowledge you actually possess, and, with full reliance on your own ability and capability, you will gradually rise out of the rut to higher remuneration and more respect and citizenship. "Which was to be said?"

I should recommend also that our men look and cultivate high ideals of the trade, for its history and past have been associated with every great event which has occurred through the ages. From the very birth of Christianity, as the cycles of time passed on, there was no time in which this trade was not in demand. For executions, festivals, coronations, inaugurations, scenes of joy or sorrow, the stage, the play of politics—all called into the proceedings in the erection of stagings, etc., the labor and skill of carpenters. It is a trade to be proud of. It has romance and sentiment, and has been ennobled by numerous authors. Victor Hugo mentions it often, Shakespeare and other poets do likewise; and who has read well will ever forget the splendid delineation of the car-

penter, Adam Bede, and his shop, written by George Eliot with such true fidelity to detail as to its appearance and daily routine?

Apart from the wages gained, it would be well to speak well of one's craft, not to run it down in times of idleness or tribulation, but to remember that it has given and will yet give each and every one of us many moments of pleasure and happiness which we are continually in pursuit of. With malice toward none and charity to all let us then look upward and push onward always aspiring to better ourselves and consequently those around us.

THE RIGHT TO BOYCOTT

(By Louis Francis Budenz.)

Each on other for assistance call
Till one man's weakness grows the strength of all. —Pope.

IN addition to the right to strike, which must be guaranteed to the workingman in all well-ordered society, there must likewise be secured to him the right to boycott—to refuse, in combination with his fellows, to continue to associate in a business way with one who has refused, on his part, to remove conditions inimical to the worker's welfare or to grant just concessions which tend to promote that purpose. It is most reasonable that this should be so. For, if in order to maintain his right to live, to obtain proper wages and conditions in his work, it is morally lawful for the laborer in a legitimate manner to refrain from working for another and to persuade others by peaceful means to do likewise, it is most certainly proper for him to refrain from patronizing another and to persuade others to so refrain, as an expression of protest against unjust conditions and to obtain an amelioration of the same. And thus the boycott, like the strike, in its proper use is not destructive of society, but tends, on the other hand, to correct abuses which left uncured and unchecked would eventually spell the ruin of society and of industry.

Nor does the boycott deserve the universal odium which the unthinking seek to cast upon it. When in the sweated trades employers heap indignities upon their women workers, causing them to work long, weary hours at hard, tiresome labor in insanitary shops for miserably low wages, it is a most beneficial thing for organized labor to point its accusing finger at these offenders and allow the public to express its verdict by its refusal to buy such goods. Or when the president of a large manufacturing concern attempts to force on his men the ten-hour day, on the poor plea that his foreman had granted to them a day of nine sometime before without the knowledge of the head of the concern, and when other factories in his vicinity are working but nine hours, then is it correct for labor again to say to the world: "Do not purchase the products of such a company." It is in cases such as these an instrument of right and justice.

The boycott has not been the instrument of persuasion of the working class alone. It has been used with varied success by all classes and sub-divisions of the people—by churches, societies, political parties, consumer's leagues, and by employers. Its very name bespeaks its origin alien to the labor movement. For the term was coined from a certain Captain Boycott, a land agent in Ireland, who was ostracised socially and commercially by all the people with whom he came in contact for his cruel conduct to the renters with whom he dealt. For years it was practiced in that country by the Land League to bring about needed reforms. And long before it had had a name, social and commercial ostracism

had been enforced, in one way or another, as a protest against certain existing wrongs. President Gompers has termed it "the universal weapon of mankind."

Nor must the boycott be at all confused with the "blacklist," so often used by the employers. With the former, as has well been said, "publicity is its vital breath." In order to insure its success, the whole matter must be thoroughly presented to the public—it must be discussed in periodicals, from the platform, in open meetings, and the like. In this way alone can large numbers be persuaded to accept it and thus make it effective. It must be exposed to the light of censure and of criticism. The "blacklist," on the other hand, is secret. It is adopted in some quiet meeting place by a handful of employers possessing enormous economic power as compared to their victim. Through it has many a man been driven from place to place, a hunted, haunted wretch, often compelled "to change his name and even to alter his appearance," as John Mitchell tells us, "in the vain hope to escape from the omnipresent and omnipotent blacklist." Used by the laboring class or any other association of men, because of its almost certainty of abuse, it would be equally odious. Moreover, the boycott, held for proper use in the hands of the workers, tends to industrial equilibrium in that it strengthens the economically weak, while the blacklist adds a powerful and most insidious weapon to forces already overstrong.

As with the sympathetic strike, so is the secondary boycott, that which is invoked not against the original offender, but against those who, in spite of the primary boycott, deal with him—in certain cases justifiable. That these cases are more rare than with the primary boycott can clearly be seen. The secondary boycott should be put into effect after the greatest deliberation and only upon extreme provocation. The farther away the force of the persuasive instrument becomes from the original object which it is desired that it should influence, the more likely is the issue to become clouded, the more likely is injustice to be done, and the less likely is it to be effective. A necessity for the use of the secondary boycott can arise, however, despite those critics who seem to think otherwise. When a person, firm or corporation stubbornly persists in buying from the boycotted goods, which he or they could reasonably purchase from firms fair to the workers, the secondary boycott should assuredly be invoked.

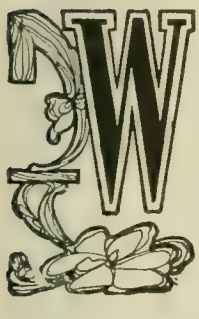
Caution indeed is ever needed in the use of the boycott. Such a powerful instrument, likely to cause damage and serious inconvenience to the one against whom it is directed, must be wielded with the greatest prudence and the greatest care. As its use is appealed to in the name of justice, so must justice be ever done by those who invoke its aid. Mitchell tells us in his able work on "Organized Labor," that "the right to boycott, like the right to strike or lockout, the right to vote, the right to bear arms, the liberty of speech, or the right to devise one's property as one will, is subject to misuse. There can be no personal liberty that does not, at some time or other, lead to abuse and cause individual hardship." And he further declares: "The same rules that apply to a strike should apply to a boycott; it should be enforced only when a real necessity exists and under conditions which will promote the welfare of the working classes and of society in general. The morality as well as the efficiency of a boycott can be secured only by limiting its application to important cases and by preventing its abuse." The boycott should certainly not be used until milder methods have been found of no avail. And as in the case of the strike violence must at all times be discountenanced. The principle of moral coercion must ever be disassociated from that of physical coercion.

Certain courts have from time to time sweepingly condemned the theory of the boycott. In this they have been most emphatically in error. That there have been abuses in particular cases cannot be

denied; organized labor itself has admitted that. But in this, as in regard to so many other subjects, we must distinguish between the use and the abuse. In order to have proper industrial conditions in our day, the right to the use of the boycott must be assured the workingman.

THE POINT OF VIEW

(By H. B. Moyer.)



HAT would you do if you were a millionaire?"

Were The Carpenter or any other labor magazine to follow the suit of a certain large American newspaper and ask its readers the above question the results might prove most interesting, even it not entirely conclusive; for no man can honestly determine just what he may do under given circumstances until face to face with them.

Naturally, the average workingman is reasonably safe in making almost any kind of prediction as to what he would or would not do with that amount of money, for he is hardly likely to be put to the test—not at the present scale of wages anyway. Nevertheless, we can readily suppose that the administration of his wealth would largely depend upon how he obtained it. In any event, though, it is certain that he would view things differently than he does now.

If he inherited the money, the ex-workingman would perhaps be inclined to feel very kindly toward labor in general, for the hardships of a working career would be still fresh in his mind. On the other hand, if he built up his fortune bit by bit, he might—like others we could mention—tend to become more grasping as his hoard piled up and to consign labor to a place warmer than the equator.

Almost everything depends upon the point of view. Viewed from a height, things look very different than when looked at from sea level, and that is one of the chief reasons why capital and labor never have and probably never will be able to see matters in a corresponding light.

Capital has never given evidence of being an admirer of the workingman, and, if the latter reciprocates in kind, who can really blame him? In justice, though, to the man who earns his bread by the sweat of his brow it should be understood that he dislikes the rich not so much because many of them are so very wealthy, but because so many of his own kind are so very poor. It is not the wealth itself so much that counts as the manner in which most of it is obtained, for none can deny that it is chiefly from the working people's pockets that most of it is taken. Small wonder then, I say, if at times the men in overalls are inclined to feel none too friendly toward the men in broadcloth, for it is the latter who have taught us to realize the truth of the poet's assertion that—

> The world a city is of many a street,
> And death a market place where all men meet;
> If life were merchandise which gold could buy,
> The poor man would not live, the rich man would not die.

That the concentration of great wealth is a menace to the welfare of the general public is evinced by the investigation now being prosecuted by Congress into the workings of the "Money Trust." Nevertheless the average capitalist is prone to prate about the wonderful things he has done, and is doing, in the way of developing the country at large; inferring, of course, that it is the lure of accomplishment rather than of gold that spurs him on. Like the painter, he is fond of squinting his eyes as he draws, and like him assuming the artistic license of omitting displeasing details and in other ways arranging the composition to suit his individual tastes. The manufacturer of sweatshop clothing, for example,

would never include the wan faces of his child laborers in any picture he might paint of the industry he had "helped to develop," no more than the coal magnate would depict the stupid-visaged, stunted figures of the breaker boys. Without the aid of labor all the developing that capital would ever do would amount to nil; and yet our modest little man of money asks for nothing more nor less than all the credit and the bulk of the profits from his undertakings.

The capitalist, by his every action, argues that while it is ruinous for money to compete against money, it is positively necessary for the good of the country for labor to compete against labor in marketing its wares. There again we are confronted with the differences in the point of view.

No one can have the hardihood to deny that capital and labor will scarcely be ever likely to see exactly alike. That being granted, why then should there be the slightest hesitancy on any workingman's part to throw his lot in with his own kind and help better his own and his fellow's condition? Why do some men hesitate to affiliate themselves with organized labor? Surely it cannot be because they are afraid of capital, for even the most blindly prejudiced must admit that in organization there is strength. Most assuredly it cannot be because of lack of knowledge of what unionism means to workingmen in the way of better conditions. What, then, is it that keeps some toilers from joining hands with their fellow-workers? Who can say? At all events, it is not his point of view that restrains him, for the non-union workingman following an organized trade is blind.

CONSCIENCE AND CLASSES

(By Margaret Scott Hall.)

THE old order of things is passing away. In this wonderful age of progress mankind is making long strides in his emancipation from the thralldom of the past.

Changes are taking place in all fields of human thought that are resulting in decided reconstruction of platforms and ideals. Particularly will we observe that industrial life has awakened from its prehistoric apathy and has become an active and interesting factor in transforming the graft systems of monopoly into agencies of usefulness. It is asserted that the world is undergoing a mental change, and it is seemingly true that a moral change is also impending. Conscience is acting in the interests of the indigent and helpless poor more than the world has ever before witnessed. Capital has been proven heartless, greedy, and selfish to the exclusion of all human suffering and need. Its latent conscience is at last stirring and causing a sense of discomfort, alike to bloated bondholders and parsimonious financiers. First and most zealous and untiring in the progress, readjustment, and rearrangement evident on all sides, organized labor stands on record as pre-eminent among the forces encouraging reform and urging better conditions. Practical ability and common sense—rare and uncommon gifts—have emphasized the direction of the labor movement. Under its able leadership organized labor has brought before the attention of the world the needs of the people. It has not only caught and held the public attention to existing conditions, it has unmistakably outlined its own determined attitude toward the improvement of these conditions. Industrial purposes have been made plain, and the shocking contrast between affluence and necessity is so glaring that it sears the sleeping conscience of mankind.

It is encouraging and gratifying to note the results of industrial organization. These manifestations are greatest and most important to labor's cause, as seen in better legislation throughout the country. Progressive measures in the interests of labor are under earnest consideration in many state legislatures, and public conscience and sentiment begin to acknowledge the crimes of greed committed against suffering humanity in the name of business!

But what a time the pioneer labor union must have had in its struggle for existence! At overwhelming odds it fought its way and stubbornly held its own against contempt, ridicule, and injustice.

Organized labor has seen stormy times. The tears of the toilers—blood, sweat, and grime; privation, sacrifice, success, and failure ever alternating, hope and despair at war for ascendency; mocking, cruel criticisms, malignant persecution, ignorance, greed and indifference, all these things and more, have marked the mile posts of the rocky road to its present fair level of success.

"The Past has taught its lesson, the Present has its duty, and the Future its hope."

The good intentions of organized labor are no longer in doubt with disinterested spectators, for every day its calumniators see its real purpose proven by results, and its words are backed by deeds. Professions are endorsed by daily practice. Its sincerity and ideals for human welfare have been established beyond a shadow of questioning.

The confidence of the public has been gained. Practical and energetic methods mark all proceedings of organized labor to improve conditions in such manner as to harm no one and benefit all concerned.

Looking to the mutual interest and prosperity of employer and employe, organized labor desires harmony in all business relations. Patience, persistence, and endurance have always been the principal virtues of the working people.

Lowell tells us that "Endurance is the crowning quality, and patience all the passion of great hearts." Then, "Experience has taught us that perseverance paves the way to all success."

Oh, the intricacies of the so-called Industrial Problem! The struggles, crushed ambitions, hopes unrealized—the sorrows, sacrifices and unselfish devotion of the poor!

> When earth calls up her heroes
> To stand before His face,
> How many a name unknown to fame
> Will ring from that high place.

All the world's important reforms have been retarded and hampered by opposition. Monstrous difficulties and petty objections have always hindered and restrained progress. Toil, privation, and cruel injustice have characterized the labor movement from the beginning of its resistance to monoply until the present time. The privileged classes of mankind have no conscience on the subject of their privileges. The iron jaws which close on the marrowy bone of privilege never relax until they are broken.

When the world becomes altruistic, our problems will be easy of solution.

So much for politics and privileges. Until conscience assumes the sway over human affairs and makes the Golden Rule a business law for all classes, the sublime prophecy of the poet will not be fulfilled.

> I think the King of that country comes out from his tireless host,
> And walks in this world of the weary, as if He loved it most;
> For here in the dusty confusion, with eyes that are heavy and dim,
> He meets again the laboring men who are looking and longing for Him.

A philosophy of selfishness, applied in the name of any group or division of men, will lead to misery and to desolation. The whole experience of mankind shows that the standard of right government and right living should be, not the good of a particular individual alone, not even the greatest good for the greatest number, but the common good. The human race is so constituted that it cannot but feel in some way the loss even to its apparently most useless member.

PERTINENT THOUGHTS

(By Joseph Owen.)

THIS is an age of co-operation and collective thought. The trade unionists, their friends, and sympathizers are consciously seeking means and methods to do "the greatest good for the greatest number."

The common problems, the solution of which are generally left to the workers, and the promotion of their interests are so interwoven that their "pertinent thoughts" must be mutual. This is, indeed, a helpful and hopeful tendency, and so long as the great rank and file of labor embody this spirit and seek to crystallize this tendency by making it the paramount and underlying principle and habit and method, then, and then only, will they continue to advance the social, moral, and domestic tranquillity of the great and common cause of labor.

Labor unions are not fetishes, are not supposed to take the place of every other form of organization work in this world. They are simply the growth of ages and ages of economic struggles, and the ultimate result of long, careful, and thorough study by men who have been tempered in the fire of adversity, whom the world will, and now is honoring.

It is the result of long, patient, and persistent study of the needs of those who receive daily wages for daily toil, be that toil in the mine, mill, factory, office, or bank. The movement has gained wisdom by experience, and, in combatting the veil of darkness, has used the candle of light and the word of knowledge to dispel the gloom which has enshrouded the workers, and in the past made serfs of the parents, tramps of the boys, and street walkers of the girls.

The officials of any labor union, familiar with the family history of their members, can point to friends who have lost either a son or daughter, or sometimes both, who partially on account of low wages or insanitary conditions, have, by listening to the wiles of others, trodden the downward path, and never returned to the home fireside and loving father and mother who were left to grieve in their old days for those who trampled their laps when babes, and then trampled their hearts when grown.

Labor unions, if they existed for the purpose, and for the purpose only, as some seem to think, of paying salaries to officers, would not be fit to be recognized as an economic force.

But such is not the case; the officers and organizers and business agents are painstakingly honest and sincerely serious in all their efforts, and they seek in their own direct way to emphasize and dignify their organization; they seek by persuasive and logical reasoning to enlist others in their cause; they seek through the spirit of self-help to enlist all workers in their cause; they seek through unity of action and singleness of purpose to restore or maintain, as the case may be, the worker to that which is his just due; they seek to pool all their interests and cement those sporadic and scattering efforts into intelligent, persistent, and consistent co-operation.

If they do this, and we see not how it can be successfully denied, then can we say that they are "drones" or that the organization they represent is a thorn in the side of American citizenship! No! No! The escutcheon of organized labor rises clean, clear, and high above the desire for sordid self-gain. The men belonging to and directing the work of organized labor are the disciples and champions of the poor, distressed and downtrodden. More power to them, we say. May their efforts be crowned with greater success in the future than in the past; may their work reach that high pinnacle of power where each laborer in the "vine-

yard of life" will receive that which is right, and may the good deeds of these champions of humanity live long in the far, distant, dim future when the clay of their mortal bodies has returned in the form from whence it came.

COMMISSIONER WILLIAMS ON INDUSTRIAL DISEASES

(Address of John Williams while Labor Commissioner of New York to Syracuse workingmen.)

One of the distinguishing features of this day and generation is the marvelous quickening of social consciousness—of serious interest in the welfare of the human family, and more particularly the welfare of the least fortunate members of that family.

In this awakening we are coming to a clearer and fuller realization of the social value of individual efficiency. Every man and woman is expected to fill a place in our social structure. It is a matter of supreme importance that each person should arise to the highest attainable degree of development, in order that the service rendered by such person, of whatever nature it may be, shall be the best—the most efficient—and be sustained to the full during the natural period of life's activity.

Impaired physical health and powers serve to reduce efficiency, and ultimately to cause the afflicted individual to become a social burden.

The serious import of such a condition is admitted; therefore, inquiry into the causes that lead to the impairment of health is a duty which must be undertaken. In this connection we are privileged to avail ourselves of the investigations conducted in other countries, to point out to us the direction we should take.

That modern industrial processes are responsible for various forms of disease has been recognized for many years. The increasing number of persons engaged in identical occupations who were under medical treatment and manifesting the same symptoms, led to inquiry as to the causes, and it was found that such persons had contracted disease by contact with or absorption of certain poisonous substances used in the processes of manufacture in which they were engaged.

In England all practicing physicians are required to report to the factory inspector all cases brought under their observation, the symptoms of which lead them to suspect that the patients are suffering from industrial, lead, phosphorous, mercurial, or arsenical poisoning or anthrax. Such reports enable the officials to take account of the industries and conditions that apparently cause these illnesses, and further, to take steps to eliminate those conditions.

In 1911 the legislature of the State of New York, upon the initiative of the American Association for Labor Legislation, enacted a law requiring every practicing physician in the state to report to the commissioner of labor every person upon whom he is called to visit or attend, whom he believes to be suffering from lead, phosphorous, arsenic or mercury or their compounds, from anthrax, or from compressed air illness (commonly called "bends"), contracted as the result of the nature of the patient's employment.

It is unnecessary to point out the reason for such a law. The state at last awoke to a realization of its obligations to its citizens. Men engaged in its industrial establishments were falling victims to insidious attacks, culminating in total physical disability, and often death. So, in order to lay a foundation for such preventive and remedial measures as might prove necessary, it was decided to find out definitely the extent, nature and location of the seat of trouble. This could be accomplished only by securing exact information from those qualified to furnish it.

The law has been in effect for a little more than a year, and we are beginning to find out what employments are surrounded by dangers that are almost in-

visible but none the less terribly real and a menace to the persons engaged in such employments.

The information that comes into our possession enables us to call direct attention to conditions in factories which threaten the health of workers. We know that persons who work in connection with the manufacture of lead, or who use lead in the course of their employment, are liable to be attacked by a disease called "plumbism" or lead poisoning. We also know that when mercury or arsenic is used, there is danger to the operative. Therefore, under a recent law we require that certain precautions be taken to minimize the dangers. We require that hot and cold water service and individual towels be provided for the use of such factory workers. We also prohibit the taking of food into any room where any such poisonous substances are used in the course of manufacture. These are important steps in the elimination of the dangers, and faithful, rigid compliance therewith spells prevention.

But, my friends, in the detection of the dangers of industrial poisoning and disease and in the application of preventive measures, there must be intense, earnest and serious co-operation between the medical men of the State and Department of Labor in the first place, and in the second place, and most important of all, there must be the heartiest response on the part of employers and workmen to the suggestions and orders which may issue in regard to the dangers I have referred to.

There should be no misunderstanding as to the kind of labor or industry where the dangers of poisoning are greatest.

Lead poisoning leads the list. Out of a total of 164 cases reported to the Department of Labor from October 1, 1911, to September 30, 1912, 127 were recorded as lead poisoning, and of that number, 74 of those affected were engaged in the painting and finishing trades; 51 were house painters, the remainder being scattered among the employes of various manufacturing businesses—all, however, using lead in the course of their work.

So startling are the facts in regard to the dangers of the painting and finishing trades, that we have decided to print and circulate a special caution card for the benefit of men working at those trades and for those in the other industries where lead is used. On this card will be printed minute advice as to personal hygiene, which is one of the most important factors in our preventive campaign.

Let me give you a few excerpts from our card:

"Lead poisoning is one of the most common of the diseases of occupation. In order to prevent this disease—and it can be prevented easily—the Department of Labor must be informed as to the number of cases which occur throughout the State, and in what kind of work lead poisoning is actually taking place."

"Lead poisoning is preventable partly by the proper ventilation of factories and shops. Hoods and other mechanical means to take away lead dust and fumes are necessary. Respirators for workers exposed to lead dust are very useful and should always be used."

"But to a large extent lead poisoning may be prevented by the workmen themselves; Lead is poison to the body. Those who work with lead must themselves use the greatest care. Among white lead workers and others exposed to lead, the care which the workers take of themselves is of the first importance."

"Lead enters the body mainly through the nose and mouth. It may be inhaled as dust or in fumes. It may be swallowed with food or saliva (especially if tobacco or gum is put into the mouth with soiled fingers), or it may sometimes be absorbed through the skin."

"Lead acts upon the body slowly and insidiously. Without knowing your danger you may be getting some lead poison into your body every day. If you are working with lead in any one of its many forms, you must therefore use great care so as to protect yourself against it."

"On the very first sign of not feeling well, see a doctor or go to a dispensary.

Be sure to tell the doctor all about your occupation and its dangers."

How to prevent lead poisoning.

"Always wash before eating and before leaving the factory. Remove all dirt from under your finger nails with a brush."

"Never eat in the room in which you work."

"Never chew tobacco or gum while working. If you do, the lead dust on your fingers and in the air is sure to be swallowed."

"Use overalls when you work. Do not wear your working clothes on the street or at home. They contain lead, and poison you and others."

"Keep the workroom clean. Do all you can to keep down dust. Do not get lead on your clothes or hands any more than you can possibly help."

"Always eat a good breakfast before going to work. Drink plenty of milk. Beware of constipation; it is a suggestive symptom of lead poisoning. Avoid the use of intoxicants in any form. Their use weakens the body and makes it harder for your body to overcome the poison of lead."

"Keep clean. Wash with warm water, soap and nail brush. Take at least one full hot bath a week."

These suggestions are not the fanciful or capricious utterances of uninformed men. They are the result of the deliberations of some of the leading medical men and others in Greater New York upon whom we called for counsel. It is our purpose to put into the hands of every worker with lead in the State a copy of our caution card. By this means we hope to reduce the number who fall victims to this insidious industrial danger. Our success depends upon our ability to interest each man in his own welfare.

Opportunities like the present cannot be too highly commended and appreciated. We are enabled to bring to the attention of the people, and particularly the workers, the peculiar dangers that beset them, by reason of our industrial development, and the methods to be employed to escape such dangers; and as the subject of industrial disease is more thoroughly understood, there will be fuller co-operation and co-ordination of effort, both official and unofficial, to stamp out the inexcusable and unnecessary dangers of industry.

Our department is also interested in accident prevention. But accident prevention and the elimination of the dangers of industrial diseases are entirely different propositions.

Accidents are unexpected happenings, a certain per cent. of which may be prevented by observing conditions and noting probable dangers and taking steps to avoid them. Not all are preventable, no matter how thorough may be the inspection or supervision of the works.

Industrial disease, on the contrary, is certain to develop if proper precautions are not followed; while, on the other hand, if care is exercised and efficient means are adopted to prevent the absorption of poisonous substances, the danger can be entirely eliminated.

Medical men, employers and workmen must co-operate with the State authorities to wipe out all industrial dangers.

ROBBING THE CHILD OF CHILDHOOD

(By Frederick Greul.)

To allow a child to compete with its own parent for the means of living is economic suicide and thoroughly humiliating. It cannot be done without perpetrating a gross wrong on the child. The thought of it in America shocks one. Whatever the people of other countries think they must do to tolerate the annihilation of childhood, we Americans should not tolerate it for an hour. Our love for our children calls for a normal childhood. We cannot reconcile ourselves to the idea that children should be sent to factories, mills or down into mines.

And yet we have fallen into such ex-

ploiting habits that we are sacrificing our timber lands, our soil, our health, our social life, and even our children are being tossed into the hopper. Strange as it may seem nearly all our reform conferences are cutting up the old timber of adult conditions, rather than laying our strength out on the new growth in child life and child protection.

Anything to fix up or bridge over the conditions for the adult goes. In child labor we have a problem of the health, intelligence and the character of the oncoming generation. The national level of temperament and efficiency is being seriously influenced in the handicapping of the boys and the girls now in enforced and unnatural employment, during the formative years of childhood.

Even if it is true, as some claim, that the children will elect to work rather than go to school, it is equally true that the boys and girls are not competent to use wise judgment in such a choice. We are a people of push and vitality. We are a type of motor humanity. Therein lies our danger. Get things, is the common cry. Get them at any cost. Accumulate at any expense of human condition, in any way, but accumulate.

That seems to be the only sediment of the puritan characteristic we have left. It is the indomitable will to wring something out of our surroundings. But when we use a child as an economic instrument to do this deed and make it the competitor of its own parent it seems insane. The great mass do not believe in it. We all know that a child cannot be shut up in a factory, mill or mine and sustain a normal level of vitality. When vitality is lowered the child's power of defense against disease is broken down, and the burden of a fearful death rate, that is entirely unnecessary, follows.

Later on when these stunted boys and girls enter wedlock they carry with them the indestructible marks of a robbed childhood. Child-bearing with them is correspondingly injured. The vicious line of physical and mental degeneration is cut deeper and deeper. It is inevitable. Some heartless "self-made men" allude to having gone into the work world at ten years of ago to earn a living, and hint that others may do the same thing. Once in a while some strong person can do that, but what of the many thousands that cannot do it. And aside from ability it is physically and morally wrong to allow it.

And what is the sequel? These young people creep along and prematurely dry up when they should be in their prime. Under any circumstances, child labor is a terrible thing. Its fruitage will be and already is calamitous. Its punishment is unavoidable. The national personality will soon groan with the sorrow of it. Thanks to the human sympathy and intelligent devotion of the organized workmen of America the curse is being lessened in its practice. But for the labor unions the thing would have gone on without molestation. Our common sympathy for the child we love makes it impossible for the man with the true American spirit to remain inactive while anything that needs to be done to secure a childhood for children remains undone. The beast of economic oppression of the child is slowly releasing its hold on our youth, but it must move away more rapidly. It must be driven out quickly and permanently.

In this good work all classes must take a hand with the labor unions or quit their talk about their interest in children.

Show Me the Union Label

Show me the Union Label.
  And prove you're a union man.
Don't adopt some ruse, with a lame excuse—
  That's the artful dodger's plan.
Do not be a sweatshop agent—
  An "alias" union man—
When you're asked to show the Label,
  "Get by" fairly, if you can.

Show me the Union Label,
  It's proof you're on the square.
You have no excuse to offer
  If the Label isn't there.
With union cards some still believe
  That ends it, there and then;
But the Union Label's treasured
  By all loyal union men.

Show me the Union Label
  On your garments, hat and shoes.
Show me the Union Label
  On the things you wear and use.
If your unionism's of the kind
  That reaches to the core,
When you're asked to show the Label—
  You'll "come through" without a roar.

—Thomas H. West.

The Child Workers

By DENIS A. McCARTHY

Shall we cheat them of their childhood, shall we rob
them of their right?
Shall we bend their shrinking shoulders 'neath the load?
Shall we stunt their slender bodies, shall we stint their
souls of light?
Shall we deal with them by Greed's accursed code?

Ah, my brothers, from your ledgers for a moment turn away!
Ah, my sisters, leave your follies and your toys,
And give ear to one whose song is for humanity today,
For the bodies and the souls of girls and boys.

Dearly do we pay for progress, dearly are our profits priced,
If we have to rob the school to run the mill,
And our creeds, the creed of Mammon, not the gentle
creed of Christ,
If the little ones He loved must suffer still.

Let us cease our foolish babble of the rolling tide of trade,
Let us prate no more of traffic and its noise
If the wheels of Commerce rattle o'er a roadway that
is made
Of the bodies and the souls of girls and boys.

Shall we cheat them of their childhood, shall we rob
them of their right?
Shall we bind them to the chariot of gain?
Shall the childish brain be blunted, shall the little face
grow white
In the crowded hives of Industry and Pain?

Ah, my brothers! Ah, my sisters! You had better turn
away
From your ledgers and your dividends and toys,
For a menace to the future is the thrift that thrives today
On the bodies and the souls of girls and boys.

Editorial

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The Lead Peril

The subject of lead poisoning is one that is attracting much deserved attention at the present time. The American Association for Labor Legislation has made the prevention of this deadly industrial disease the principal part of its legislative program for 1913. President Lynch, of the Typograpical Union, a short time ago published a very interesting little pamphlet entitled "The Lead Menace," with the particular view of remedying remaining undesirable conditions of insanitation in some branches of the printing trade. And the United States Bureau of Labor, as a result of the investigations of Dr. Alice Hamilton, issued under date of August 7, 1912, a most thorough and enlightening bulletin on this subject, entitled "Lead Poisoning in Potteries, Tile Works and Porcelain Enameled Sanitary Ware Factories."

This latter investigation covered four industries—the manufacture of white ware pottery, of yellow ware and art and utility ware pottery, of lead-glazed wall, floor and roof tiles, and of porcelain enameled iron sanitary ware (often called hollow ware), and involved sixty-eight factories, located in nine different States, employing 2,100 men and nearly 400 women, exposed by reason of their work to danger from lead poisoning. This danger lies in the glaze which is employed in these manufactures, containing one or more compounds of lead. The poison is acquired in the first three industries either in the process of mixing the glaze, dipping the ware in the glaze, handling the ware while the glaze is still wet, removing excess glaze from dry ware, decorating the ware with lead colors, or in cleaning and sweeping dusty floors, boards or tables. In the fourth, there are but two dangerous processes—mixing and grinding the ingredients for the enamel and applying the enamel. The greatest precautions should necessarily be taken to safeguard the workers carrying on these operations. Measures should be taken (1) to prevent dust so that the workman need not breathe in lead, and (2) to provide for personal cleanliness, so that he will not convey lead in his mouth from his fingers or carry it home in his clothes. And yet the report tells us:

> Preventive measures of both these kinds were conspicuously absent in the establishments investigated. Generally speaking, no effort was made to keep down the amount of dust and no provision made for carrying it off by exhausts or other mechanical devices. Processes which involved no dust were carried on in the same rooms with dusty ones, exposing workers in the first to a wholly unnecessary danger. The construction of the

floors and the methods of cleaning added to the risk. Hot water, an absolute necessity for removing lead from the hands before eating, was furnished in but few instances, and soap and towels not at all. Lunch rooms were not provided, and in many instances workers ate wherever they could find a place, regardless of whether or not lead dust was thick about them. No medical care was given the employes except when one of them was taken violently ill while at work.

Some idea of the serious nature of the disease may be gained from the following description of its symptoms and progress:

When a person is exposed to lead-laden dust or habitually eats his food with lead-soiled hands, the poison accumulates in his system and usually attacks first the digestive tract and the blood. He acquires a peculiar pallor, which foremen and workmen soon learn to recognize, and which is caused partly by poverty of the blood, partly by contraction of surface blood vessels. He begins to lose his appetite, especially for breakfast, for he is apt to get up with a foul mouth and to vomit if he tries to eat solid food. A peculiar disagreeable, sweetish taste is one of the early symptoms and increases the man's repugnance to food. Then he begins to lose strength and to have headache and pains in his limbs. He is almost always constipated and this trouble increases till it may culminate in an attack of agonizing colic with complete stoppage of the bowels. This so-called lead colic is what the men themselves and many physicians recognize under the head of acute lead poisoning, although a man is usually poisoned for some time before it comes on and may be severely poisoned without ever having colic.

If the victim of acute lead colic leaves his occupation for a more healthful one he may recover completely from the effects of the lead, though there are authorities who insist that even one attack leaves permanent changes in the blood vessels and in the liver. But if a man goes back to the same work he develops the chronic form of lead poisoning, with perhaps recurrent attacks of colic. Chronic lead poisoning is essentially a disease of the blood vessels, leading to degeneration of the organs, to atrophy of the digestive glands, hardening of the liver and kidneys, derangement of the heart and premature senility.

With either the acute or the chronic form there may be involvement of the nervous system. If the poison attacks the nerves and spinal cord only, paralysis comes on, most commonly in arms and wrists, sometimes in shoulders and legs, sometimes general. If it attacks the brain, there is headache, dizziness, disturbance of sight, loss of consciousness, or convulsions, which may be fatal, or may end in more or less lasting insanity. Paralysis is more common in men, and convulsions in women.

Of the 1,493 employes covered by this investigation, 144 were found to be affected with lead poisoning, or one to every ten or eleven employed. This is an alarming rate when we consider that of the 6,865 workers in all the potteries in England, but seventy-seven were lead poison victims in 1910, or a ratio of one to every eighty-nine employed. At the same time these figures, as others that can be obtained, are mute testimony as to the effects of systematic hygienic regulation in the "lead handling" trades. In this matter the United States is far behind not only Great Britain, but Germany and Austria as well. Illinois is the only State which seems to have given the subject any particular official attention.

As to how successful the American Association for Labor Legislation was this year in having its standard bill for the prevention of occupational diseases (with special reference to lead poisoning) enacted into law in the various States cannot as yet be learned. That this bill, or measures of a similar nature, should be passed in all our Legislatures, and passed quickly, goes without saying. Particularly is our neglect in this the greater when we reflect that all the sanitary regulations now in force in European countries could be adopted here without any change in the mode or method of manufacture in the pottery trades. It is time that we in America were up and doing in this regard, for in this country today hundreds of victims are experiencing needless suffering from this disease. So far we have lagged far behind.

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Secretary Redfield on Labor

The new Secretary of Commerce, William C. Redfield, has displayed in his public utterances a most comprehensive knowledge of the problems affecting labor and a keen sense of the true attitude that should be assumed toward the workers by their employers. In his re-

cently published book, "The New Industrial Day," he declares that the wealth of human flesh and blood is of greater value than material wealth, that the nobility of man should be the first consideration in industrial relations, and he adds: "Examples do not fail in history to show us what befalls a nation which loses its sense of human values." In Chapter 2 of this book he declares:

After three centuries of development and a century of industrialism in which land and resources and people have been exploited chiefly with the desire and, indeed, the need of getting riches, we have begun to take a more accurate account of our national values, and in this inventory comes clearly out the priceless worth of the great asset we have mentioned—our people themselves. They are the first thing and besides them all else is secondary. For all of them, and not a few of them alone, do our nation and our laws and our civilization and our industries exist. There is no righteousness and there will be no peace growing out of partially or special privilege. The way to crime and chaos lies plainly in the exploitation of our men and our women as if they were coal or oil. In our free America there is to be industrial and social freedom. Out of the ferment of unrest there has already begun to come a truer sense of human values; a better adjustment of law to those values; a keener conscience as to the treatment of those values, and a conservation which shall not stop with saving water or wood, but will make its greatest and most fruitful task the conserving of our people themselves.

The modern spirit in America, progressive and therefore truly conservative, having a keen sense of true values among us, believing deeply in the infinite worth of all the people, has set its face to the task of correcting the things that here and now are wrong. It does not assume that it will be easy to do this, but to the doing of the task it will address itself with all of courage and of patience that the task requires and having put its hand to the plow it will not turn back. It will still strive for wealth but with a larger knowledge of that in which real wealth consists. It will strive to prevent waste, and especially that waste of human effort and health and life which injures and, if unchecked, will destroy the best values we possess.

Only the other day, in an interview, in answer to the question: "What was your experience with welfare work?" he said:

Satisfactory in all respects. J. H. Williams, who made me a junior partner in his establishment, was greatly interested in the happy surroundings and mental attitude of his workmen. He gave them bathing facilities long before welfare work became known as a policy or a phrase. I went along with him in his opinions and efforts and lived through and emerged from the day when man was thought to be of less value than the machine he was employed to operate.

Welfare work is an undeniable success, provided it is not a frill to cover up wrongs or deficiencies. It should be a state of mind and not a means of depriving men of the things they ought to have. Three fundamental requirements must be met, however, before it is attempted. First, good wages. Mr. Williams paid higher wages than were paid by his competitors Second, regularity of employment. Third, reasonable hours. Welfare work, when supplementing these conditions, is acceptable to the employe and profitable to the employer. If welfare work is intended to be a palliative for low wages or long hours, it will fail, of course.

And he added:

Let us say that you are employed in my foundry. The moment I realize that your health and happiness, not to mention your prosperity, are, aside from a human view of your case, assets to me, you get light, pure air, and the means of doing your work without danger to your health and efficiency. A happy employe means a happy employer. Good wages, steady jobs, and decent hours. Then welfare work. Without those three fundamentals, or any one of them, welfare work is a failure and can't fool the youngest boy or stupidest man in the establishment.

These words of Secretary Redfield are most encouraging. He is a manufacturer who has been quite successful in a material way, and if he has indeed applied to his business these principles which he professes, the fact is most significant. The words and example of employers such as he will go far to make for industrial peace. Almost, by coincidence, at the same time that the Secretary of Commerce was giving out the above interview, John Kirby, Jr. was hurling forth another of his denunciations of organized labor. As John Mitchell has said, the latter has chosen "the way of ceaseless conflict, hard feeling, hysterical lamentation, and foredoomed defeat." Mr. Redfield has chosen another way—that of amity, of a true and enlightened comprehension of the needs and demands of the workers, the way of industrial justice and good will.

Press Comment on the Contempt Case

The following editorials by the great metropolitan newspapers upon the latest sentences in the Gompers-Mitchell-Morrison contempt case, imposed by the Court of Appeals on May 5, show the trend of public opinion in this matter, and are very enlightening. They reveal how true to correct principles the officials of the American Federation of Labor have been, how innocent of wrong-doing, and how ridiculous is the stand of Justice Wright. The New York Globe of May 6 says:

—The Gompers Contempt Case—

It is now more than five years since Samuel Gompers, John Mitchell, and Frank Morrison were guilty, according to Justice Daniel Thew Wright, of defiling the ark of the covenant by a gross contempt. Yet the five years the wicked and truculent trio have spent in personal liberty in spite of the continuous shoutings of the mild and impartial judge that they should be instantly clapped into jail. Something has always intervened. First it was a vacation by the supreme court of the contempt sentences. Now it is a modification by the court of appeals of the District of Columbia of the second sentence imposed by the indefatigable Justice Wright. Mitchell and Morrison are taken entirely from out the shadow of the jail by the quashing of the imprisonment sentences against them and the sentence of Gompers is trimmed from a year to thirty days. It is most discouraging to a judge who is aflame with holy zeal against labor unions.

The issue in the last contempt proceedings before Justice Wright was not so much over whether the defendants had done anything meriting punishment, but as to whether they should apologize or not. Lapse of time has so cooled the indignation of the learned judge that he was willing to discharge the defendants provided they apologized. But all along it has been the contention of the defendants that they have violated no injunction order; that they have tried to comply strictly with the orders of the court, and kept within their legal rights as those rights were defined to them by their counsel. Having repeatedly sworn that they had not disobeyed nor had intended to disobey the mandate of the court, an apology would be an admission of perjury. Yet because they would not apologize for what they had not done the court, with that delightful lack of logic that distinguishes some courts, fell on them as stubbornly contumacious.

The interest that attaches to this case is chiefly because of its relations to the right to free speech and a free press. It has never been made to appear that Editor Gompers (in this matter he was prosecuted for what he had done as editor of the American Federationist) did anything more reprehensible than is regularly done by practically all editors. He said in regard to a court order involving an important principle that he did not agree with it; that he was informed by excellent lawyers that the order did not embody good law. That he was right was subsequently shown when a higher court struck out of the order as illegal the parts particularly criticized. It does not appear that there was any advice given to ignore the order of the court while in force. It was merely pointed out that there had been an appeal and the hope expressed that there would be a reversal. If this is contempt of court, then few publications are innocent of the offense.

The latest decision in this Gompers case is by a divided court—the chief justice being of the opinion that the sentences should be vacated and the two associate justices holding for modified sentences. It was thus uncertain to this court what judgment the facts required. So it has been from the beginning of the case. There is uncertainty as to what is an illegal boycott and what is a legal withdrawal of patronage. Scarcely two courts agree. It is uncertain whether the defendant, Gompers, even though he did all the things charged against him, was guilty of illegality. Until the legislatures or the courts more accurately define what may and may not be done judges should be chary about imposing sentences for alleged contempt of court. Such sentences are likely to seem so prejudiced and unfair as to bring the courts into contempt rather than to vindicate their authority.

The New York Times, a paper quite unfriendly to organized labor, in its issue of the same date (May 6), while assuming its usual position relative to the officers of the Federation, takes a gentle rap at Justice Wright for using strained methods of upholding court dignity. It declares in part:

An appeal will be taken, and there is an opportunity for both Mr. Gompers and the entire community to reconsider their positions soberly. To speak candidly, there is danger that the courts will be used for private purposes, as the legislatures have been, unless a halt shall be called. The supreme court annulled the first sentences for contempt in this case because the process for contempt was used as a means of punishment in a private proceeding. The main offense was conspiracy in constraint of trade, but judgment was given for contempt of court on motion of private counsel. That was not action by the court for the protection of its dignity in the interest of the public rather than of itself. When this error was corrected another mistake was made. The court referred in

quiry regarding its dignity to private counsel, and the sentence is now so far reduced that the court practically is rebuked again. It is by no means sure that an appeal may not again be successful. In that case, and even if the reduction of the sentence shall prevent another remand for retrial, the efficiency of lower courts in protecting their dignity leaves something to be desired in the interest of both court and the public.

And the New York World, under the caption, "Judicial Last-Ditchers," gives the following view of the case:

As time passes, the contempt proceedings against Samuel Gompers and others growing out of the boycott of the Bucks Stove and Range Company five years ago take on the appearance of judicial persecution.

In December, 1908, Gompers and his associates were summarily adjudged guilty of contempt and sentenced to imprisonment by the Supreme Court of the District of Columbia. The decree as entered by Justice Daniel Thew Wright carried anger and resentment in every line of it. On appeal to the supreme court of the United States the judgment was reversed in May, 1911, by a unanimous decision, on the ground that if there was cause for action at all it should have been by civil and not criminal proceedings.

Without heeding this rebuke, the district court, in June, 1912, again arraigned the defendants and again found them guilty, imposing jail sentences. This verdict is now affirmed by the court of appeals of the District of Columbia, which reduces Gompers' penalty to imprisonment for thirty days and imposes fines only in the cases of his associates. Thus, while punishments are lightened, they are nevertheless inflicted upon the old theory of criminality which the highest court in the land has disavowed and repudiated.

It is not possible to endorse the acts and words of Gompers, Mitchell, and Morrison in this controversy, but the courts of the District of Columbia are even more in error. They are not dealing appropriately with citizens who are in the wrong. They are carrying on a personal feud which has already received a most impressive rebuke. They are judicial last-ditchers, who are introducing reprisal into what they call the administration of justice.

The matter is quite clear. The officers of the American Federation of Labor are making a stand for true liberty, not lawlessness, for their constitutional rights, not for special privileges. They have been opposed and ruthlessly pursued by a judge who has usurped functions not given him by the people. Organized labor waits, confident that the final result will be, as public opinion has already shown itself, overwhelmingly and emphatically in support of Gompers, Mitchell, and Morrison.

The Successful Man

In ninety-nine cases out of a hundred the man who has made the most of his opportunities and a success in life is the man who was ever willing to shoulder responsibilities and to make earnest, honest, strenuous endeavor to attain substantial results.

As a rule, the secret of success of most men engaged in mechanical work is that they were ready with knowledge and skill at the moment when these were demanded. The man picked for promotion is not the man who says, "I will get ready," but the man who can say, "I am ready." No man can prepare himself for a position of real responsibility in a week, or a month, or perhaps even in a year.

The men who now occupy leading places in the mechanical world began to qualify themselves in their early years. Those that will occupy these places ten, fifteen or twenty years hence are now fitting themselves by study and observation, and by practical training for the responsible work to come in later years. It is the apprentice who by evening study qualifies himself for the first simple duties of the drafting-room that is picked for further training when a vacancy occurs. It is the machinist who has prepared himself, who is ready for more exacting duties, that is made foreman of the new department. It is the foreman who has fitted himself for larger and greater responsibilities who becomes superintendent of the new shop; and when the "old man" retires it is the trained and prepared superintendent that is made manager. In every field of endeavor, and on every rung of the ladder, it is the man who is ready—who is prepared—that is promoted.—Baltimore Labor Leader.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved that it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

First Quarterly Report of First Vice-President Quinn, 1913

Indianapolis, Ind., April 21, 1913.

To the Officers and Members of the General Executive Board, United Brotherhood of Carpenters and Joiners of America:

Greeting: I herewith submit to you my report for the quarter ending March 31, 1913. During the month of January, I was engaged in the cities of New Rochelle, New York, Newark and Trenton. I paid several visits to the first mentioned cities in connection with the dispute existing between the New Rochelle and the New York districts. I visited Trenton and Newark a number of times in connection with the revision of the Mechanic's Lien law. For a number of years the Manufacturers' Association and Supply Men of New Jersey had been endeavoring to so amend the law as to give them a greater degree of protection. The trade unions, particularly the New Jersey State Council of the U. B., and the State Building Trades Council, successfully opposed the manufacturers, with the result that the manufacturers were forced to come to the labor men and ask their co-operation to revise the law with the understanding that "labor's prior rights were not to be interfered with in any way." We agreed to this, with the result that a commission was appointed to revise said law, and your vice-president was selected by the representatives of the Building Trades of our State Council to represent the labor interests on the commission. We held several meetings in the above mentioned cities, and the law, which will be ready by the next session of the Legislature, gives the workingmen far greater protection than we had under the old law.

During the month of February, I visited Indianapolis, Trenton, Newark, West Orange, Asbury Park and Philadelphia. I visited Indianapolis to attend the installation ceremonies and was installed with other General Officers. Past General President Huber officiated as the installing officer. I remained in Indianapolis for a few days, or until the General Executive Board was organized. I arrived in Trenton on the evening of the 4th. On the following day I visited Newark, where I learned that the Building Trades Council of that city had, on January 29, unseated the delegates of the suspended local, formerly 1787 of the United Brotherhood. While in Newark, I consulted our lawyer to get his opinion on the bill then pending in the Legislature of New Jersey, in which labor unions were vitally interested. His opinion was that the proposed law would place trade unions in the class of criminal corporations. We used our best efforts to have the bill amended to exclude trade unions. We had a bill drawn to that effect, which passed the lower House, but was lost in the Senate. The fight will be renewed at the next session of the Legislature, and I believe with a greater measure of success. I visited West Orange in company with Brother Bartruff, the B. A. of that district, to call on a Mr. Mori, a Brooklyn builder, who was constructing a large building for the Edison Electric Company, under conditions not in conformity with the trade rules of that district. I was informed that Mr. Mori was fair to our organization in Brooklyn, but in New Jersey he is the opposite. He defended his action on the Edison job by stating that he was not the contractor, but was acting as consulting engineer. I visited Asbury Park and attended the meeting of the Executive Board of the New Jersey State Council of the U. B. The State Council of New Jersey is, in my opinion, one of the most progressive organizations for improving conditions, both industrially and politically, that we have in the U. B. It has the confidence, not only of our own members, but of the entire trade union movement of the State. It has been the means in the last few years of improving conditions, not only in our own trade, but for the working people of New Jersey as a whole.

During the month of March, I visited the cities of Paterson, Huntington,

L. I., Jersey City, Peapack, Philadelphia and Passaic. Upon the occasion of my visit to Paterson, I took up with the secretary of the D. C. and the B. A. the status of the branch of the A. S. C. that was formed about two years ago in their city. I advised as to what I thought the best course to follow, and I have no doubt but that they will work along the lines suggested. Our boys in Paterson have been up against a hard proposition; but, thanks to the persistency of Brother Gravott, the B. A., and the local's Executive Committee, they are commencing to enjoy some of the fruits of their labor. I visited Jersey City for the purpose of conferring with Brother Burgess on the mill question. I visited Huntington, L. I., to investigate the cause that led up to the disruption of the D. C. that existed between the Huntington and Smithtown locals. The result of my investigation I reported to the General President, who has, I believe, sent an organizer into that district. I visited Peapack to attend the monthly meeting of the Executive Board of the State Council. At this meeting many questions of importance were taken up and discussed, particularly the bill then pending in the Legislature, to prohibit the issuance of injunctions in labor disputes. The State Council took a very prominent part in endeavoring to have this measure enacted into law. I visited Philadelphia to attend the conference of the mill owners and the committee from the D. C., with the object of forming a plan whereby an agreement could be entered into. This was the second meeting we held with the mill owners with this object in view, but, like all movements of this kind, but little progress was made in the beginning, but I believe the D. C. of Philadelphia is on the right track and that if they persist in their effort, they will eventually have a satisfactory agreement with the Manufacturing Wood Workers of their city and vicinity. I visited Passaic, and addressed a large mass meeting, held under the auspices of the D. C. of that city. It was the second open meeting held by the D. C., and resulted in new interest being taken in the organization by members and in increasing the membership.

During the past quarter, in addition to the work done and before mentioned, I devoted a great part of my time in endeavoring to pass the bill known as the Anti-Injunction bill that was before the Legislature of New Jersey. The object of the proposed law was to prohibit the issuance of an injunction in labor disputes until both sides were heard and then only when a property right was endangered. Said property right had to be sworn to and it had to be shown that they had no other remedy at law.

We made a hard fight for the bill and succeeded in having it pass the Assembly, but it met its Waterloo in the Senate. The Manufacturers' Association, not only of New Jersey, but also of the United States, was opposed to it. Their counsel came from Washington on two occasions to speak against it at the Senate hearings. At the last hearing held before that body, Brother Morrison, secretary of the American Federation of Labor, and Jackson Ralston, counsel for the American Federation of Labor, appeared before the Senate, in favor of the bill, but despite their able and eloquent argument in its favor, it was lost in the last day of the session. The fight for this law in New Jersey was one of the most determined ever carried on by the trade unions of the State, and, as the result shows, was stubbornly contested by our enemies. From the present outlook, the trade unions will, at the next session of the Legislature, renew the fight with more vigor and greater determination and with a better chance for success.

With best wishes for your success and the continued success and prosperity of the U. B., I am

Fraternally yours,

ARTHUR A. QUINN,

First General Vice-President.

First Quarterly Report of Second General Vice-President Hutcheson, 1913

Mr. Jas. Kirby,
General President.

In accordance with the General Constitution, you will find herewith quarterly report ending March 31, 1913.

In the forepart of February I spent a few days in Grand Rapids, Mich., and gave what assistance I could to the Labor Forward Movement that was then in progress in that city, and while results were not what I would liked to have seen, yet a great deal of good for the labor movement in general was accomplished, and as that city is a very hard one for labor organizations to make progress in, I believe that a movement of that kind should be had at frequent intervals.

About the middle of February, I went to Louisville, Ky., and en route stopped at Evansville, Ind., and addressed a mass meeting of our organiation, and while our members in Evansville have not the conditions to which they are entitled, they seem to show the spirit of progress that is bound to bring results and conditions to them.

Arriving in Louisville, I found that the members of Local No. 64 have a very peculiar situation to contend with, inasmuch as they have the Building Trades Council working against them to such an extent that they have refused to work on any job where there is a member of our brotherhood unless he has a Building Trades Council card, and, as our members do not belong to the Building Trades Council (and under the present system of the Building Trades Council I do not believe they should be affiliated), they (our members) have to combat the Building Trades Council as well as some of the contractors; but, notwithstanding the odds that are against them, they are making advancements that any locality would be proud of, and are setting an example that should be followed by a great many other cities. While they are firm in their stand, they are conservative and conduct their business in a business-like manner, thereby gaining the confidence and respect of the public and creating a demand for their labor, which is an essential part of the labor movement.

I also visited Lexington, Ky., but, not having time to stay in that city any length of time, did not get very familiar with the situation there, but believe that our members of Local 1650 should be given some assistance, as they seem to be worthy of it.

In closing this, my first quarterly report, as Second Vice-President of the U. B. of C. & J. of A., I wish to extend to you, as General President, and to our entire membership my best wishes for the future success of our bortherhood.

Yours fraternally,
WM. L. HUTCHESON,
Second General Vice-President.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.
Altus, Okla.
Alva, Okla.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Austin, Tex.
Battle Creek, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Central City, Ky.
Chicago, Ill.
Clarksville, Tenn.
Cleveland, O.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore.
Louisville, Ky.
Manhattan, Kas.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Peoria, Ill.
Pittsfield, Mass.
San Antonio, Tex.
San Francisco, Cal.
Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
South Omaha, Neb.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Washington, D. C.
Watsonville, Cal.
Wichita Falls, Tex.

Pawtucket Eight Hour City

Through a typograpical error, Pawtucket, R. I., is shown on page 290 of Report of 17th Convention to be a nine-hour city, with wages $4.12 per day. It should read "eight hours, $3.60 per day."

Expulsion

Edwin Schaeffer, former financial secretary of L. U. 1596, St. Louis, Mo., was expelled from that local for embezzling funds belonging to the local and the district council.

Local Unions Chartered Last Month

Ennis, Tex.	Chenoa, Ill.
Vicksburg, Miss.	Montreal, Que., Can.
Portland, Ore. (583).	Normangee, Tex.
Hot Springs, Va.	Olney, Ill.
Randolph, Mass.	Red Cliff, Alta., Can.
Barre, Vt.	Tifton, Ga.
Zeigler, Ill.	Detroit, Mich.
Robstown, Tex.	Norristown, N. J.
Seammon, Kas.	Gainesville, Fla.
S. San Francisco, Cal.	Savanna, Ill.
Yorkton, Sask., Can.	Birmingham, Ala.
Ionia, Mich.	Prairie du Chien, Wis
Portland, Ore. (1106).	

Total, 25 Local Unions.

"We Are of One Blood"

I wish that every safe, comfortable and protected woman might be forced if only for one month to live the life of a working girl in a great city. I would have her work the same hours, eat the same food, live exactly under the same conditions that women working in laundries restaurants and factories live.

She would know what it means to long for more food to put the strength she needed for work into her body; and not dare buy it because she wasn't earning enough money to eat "all she wanted."

I would have her, after her work was done, dazed with fatigue and cold, stand in among a mass of men on a street car back platform, where every grouch pushed against her tired body, her swollen feet, caused her anguish.

In her bare little dollar-a-week bedroom, without the possibility of food or warmth, and worst of all, with no one to welcome her or to speak to her, she would set the alarm clock for 6:30 the next morning; drag off her clothing with fingers almost too tired to obey her will; turning out the gas, grope her way across the room to the small iron bed and drawing the covers over her shed those tears of hopelessness and fear, of weariness and loneliness, which only the helpless and the weak can shed.

More than this, she would know what it meant when she has just managed to hold out to the closing hours of factory, through what seemed to her an endless day of "speeding up" noise and relentless work—to have the word sent down from the office that a big order has come in and all the girls are to stay and work overtime tonight.

She should learn to know that there are two codes of morals which men hold. One set of morals for the protected girl who has social position and wealth. Another code for the working girl who has no protection, and who can therefore be exploited.

When women realize that the most helpless thing in all this earth is the woman who must labor to earn her bread, and who stands alone, without home or money or organization, with nothing to sell but her separate and unprotected power to work, when women realize the tragedy, the hopelessness of this struggle, then the words "working women must organize to survive," will have a meaning to them.

Out of this sense of kinship will spring the battle cry of woman, "We are of one blood, I and thou."

Then women will understand and feel what the organization of women means. You will not have to convince their intellects that "alone they are helpless and together they are strong," for their hearts will teach them.

We will then have that comradeship among women which will enable us to have the substance of a civilization where we now have but its shadow.—Helen Todd, Illinois State Factory Inspector.

The Real Situation in Dayton

Editor The Carpenter:

For some time we have realized the necessity of writing the carpenters as to the conditions in Dayton, brought about by the disastrous flood of March 25; but we have refrained from doing so for the reason that our members in other cities might think we were misrepresenting the situation and might also consider it a selfish act on our part in asking carpenters to stay away from Dayton at this time. But we have just received a letter from a member at Echo Lake, New Jersey, inquiring if it is true that carpenters in Dayton are getting $6.50 a day and if it is also true that carpenters are hard to get at any price.

This letter and many similar ones which have reached our headquarters during the past few weeks convince us that our enemies are trying to flood Dayton with carpenters for the purpose of defeating our organized efforts.

The recent flood did render thousands of homes and business houses uninhabitable in Dayton and has developed a very busy season for carpenters; but, while such is the case, it is also a fact that through inability on the part of the material men to furnish sufficient material, all new work is held up. In fact, they are unable to furnish sufficient material to keep the men regularly employed on repair work. The wage scale in Dayton is 45 cents per hour, fifty hours a week, with Saturday half holiday.

For the past four or five weeks carpenters have come to Dayton from all points of the country—and many have come a long distance—only to be disappointed when they learn that the work is not steady. The employers of Dayton have been advertising in other cities that there is a great scarcity of carpenters and other mechanics in this locality with the hope of retarding the progress of our organization. This, we believe, is principally responsible for the false impression that has gone out as to the conditions in Dayton. One advertisement that came to our attention called for five hundred carpenters to come to this city.

We are glad to have card men come to this city at any time, so long as we can furnish them steady employment. But when they come a long distance and then have to be idle a good part of the time, we believe that such conditions are not in the interest of our members in or out of Dayton.

Fraternally yours,

L. E. NYSEWANDER,

Secretary, Dayton District Council.

Dayton, Ohio.

The Blue Grass Country

Editor The Carpenter:

Local Union 1650 is taking on new life with the new year. We had been almost dead, only seven members being shown in good standing on January 1. Through the efforts of Brother Shea, an organizer for the painters, however, we succeeded in organizing a Building Trades Council here, and now have eight crafts affiliated. All of them are doing nicely, the carpenters bringing up the rear.

But we feel proud even at that. We wrote the General President every few days for an organizer until he got tired and finally sent Brother Fred J. Bush to us. Brother Bush was the right man for this place. Through his efforts we have now thirty-six members in good standing, with thirty petitions pending. We will be in the front ranks again some day.

Conditions here, all in all, are very bad, and we are having an uphill fight

of it. Twice has the union failed and all but lost its charter, but a few of the faithful held on, hoping against hope, and we believe we now see a brighter day dawning. This is a city of 35,000 or 40,000 inhabitants, right in the heart of the Blue Grass district—the home of the finest and fastest horses, women, and whiskey in the world—with about three hundred carpenters eligible to membership, working at an average of twenty-five cents per hour, ten hours per day, while wealth and luxury abound on every hand. We are now trying for the third time to get better conditions. We cannot exist much longer on the present wage and must come to the front. We are being aided by the plumbers, painters, electrical workers, plasterers, lathers, hod carriers, bricklayers, etc. We hope to win with the assistance the General Office will continue to send us, keeping enthusiasm up among us, but we must ask that all carpenters stay away from Lexington for a year at least, thereby helping us.

Fraternally yours,
I. E. CORD, R. S., L. U. 1650.
Lexington, Ky.

In Western Canada

Editor The Carpenter:

Conditions in Western Canada are becoming so deplorable and building operations are at so low an ebb, I feel called upon to write this letter, hoping thereby to save some of the traveling carpenters from getting stung by coming here. The Boards of Trade and publicity outfits have been sending out misleading statements, as a result of which these two Provinces—Alberta and Saskatchewan—are overrun with unemployed carpenters who are falling over each other looking for a job. A job is what they want regardless of local trade rules or the rights or wishes of the local men.

We are trying—a faithful few—to maintain fair conditions and our brothers from other localities can best aid us by staying away. Our local members are not more than sixty per cent. employed; and still, nearly every day, the business agent "digs up" some traveling member who totally ignores Section 102, and in many cases we catch them openly violating local trade rules. This is a true statement of local conditions, and, having just completed a tour of the Province, I am free to state that it applies to the rest of the cities as well.

From all accounts, conditions in Alberta cities are similar to those in Saskatchewan.

Wages are small, hours are long, and living expenses extremely high, house rent almost prohibitive, almost no work in sight, and very little being started.

I do not wish to be considered a knocker, but the situation is becoming desperate. The money stringency is becoming alarming. Many buildings started months ago cannot be completed because of lack of funds.

Fraternally yours,
F. J. BARTON, Gen. Org.
Saskatoon, Sask., Can.

Second Oldest Local Celebrates

Editor The Carpenter:

In behalf of the second oldest union in our grand organization, I would ask for a small space in our official journal, The Carpenter.

On March 26, Local Union No. 67 celebrated her twenty-fifth anniversary by having a "smoke talk" and entertainment, which was attended by some 250 members and invited guests. And you can just bet we had a good time that was enjoyed by all the boys, as we had with us some of the oldest members of the union.

Following are some of the old war horses that told the boys of the early struggles that we had to hold our organization and bring it up to its present condition—how, when the union was formed, we were working for $2.00 per day, with a ten-hour workday, in contrast with the present condition of $4.00, with an eight-hour day and half holiday on Saturday.

Brother H. M. Taylor, who has been a continuous member for twenty-four

years, told them of the times when the union was first organized and of the struggle we had to maintain the same.

Brother W. J. Shields, the old war horse of the movement, gave an entertaining and able discourse on why it is necessary to be a union man, and was followed by the fat boy of the East, our general organizer, Brother Kimball, who told the boys what their brothers are doing throughout the eastern States.

Brother Doogan, secretary of the D. C., spoke in an able manner on the question of the A. S. inasmuch as the carpenters of this city have decided to recognize them as non-union men after April 1, 1913. We believe that one organization is enough in the wood-working industry in this country, thus making the U. B. the grandest trades union this side of the water.

We also had with us Brothers William Bulmer and David Campbell, who are the only two brothers still in the harness. They donned the same the night L. U. 67 received her charter.

As each speaker limited himself to fifteen minutes, thus giving many lesser lights the opportunity to express themselves on the benefits to be derived from belonging to the union, and, after a musical entertainment and refreshments had been served, the meeting adjourned.

The boys, returning to their homes, felt convinced that in the hall, 67 Warren street, is the proper place for each one of them every Wednesday evening in the future and the U. B. is the organization for him to belong to.

Fraternally yours,

H. M. TAYLOR, L. U. 67.

Roxbury, Mass.

Late Happenings in the World of Labor

Charles P. Neill, United States Commissioner of Labor, has tendered his resignation to President Wilson. He has accepted a position as head of a new department of labor of the American Smelting and Refining Company. That company has in its employ approximately 20,000 men. Dr. Neill was appointed by President Roosevelt in 1905 and was reappointed by President Taft, but failed to be confirmed because a number of southern senators objected to a report made by the labor bureau on labor conditions in the southern cotton mills. Owing to his recognized ability, President Wilson, upon assuming the Presidency, reappointed Mr. Neill, and he was recently confirmed by the Senate.

John Mitchell has been given a recess appointment by Governor Sulzer as Labor Commissioner of New York. Governor Sulzer previously appointed Mr. Mitchell to this position, but the State Senate refused the confirmation. Upon the adjournment of the Legislature, John Williams, Commissioner of Labor, resigned, and John Mitchell was appointed to fill the vacancy.

After a discussion running through several legislative days, the Kern resolution, calling for a Federal investigation into the conditions existing in the coal mining sections of the State of West Virginia, has been referred to the Committee on Education and Labor. It is expected that this committee will immediately take up the resolution and report back to the Senate. The reference of the resolution to the Committee on Education and Labor is a victory for those who are insisting upon a thorough investigation being made.

Governor Tener, of Pennsylvania, has approved the act recently passed by the Legislature providing for county systems of pensions for mothers under the administration of a commission of from five to seven women to be named by the Governor for each county availing itself of the provisions of the law.

Governor Sulzer has vetoed the Foley-Walker workmen's compensation bill. This bill was opposed by organized labor of New York, and the vetoing of the measure was in full harmony with the best interests of the laboring people. The bill championed by labor was called the Murtaugh-Jackson bill, but it was defeated by the insurance interests.

Governor Ralston, of Indiana, has ap-

pointed Charles Fox, of Terre Haute, secretary-treasurer of District No. 11, United Mine Workers, and vice-president of the Indiana Federation of Labor; John E. Frederick, Kokomo, a manufacturer; Henry W. Bullock, of Indianapolis, a lawyer; Alfred M. Ogle, Terre Haute, mine operator, and William A. Greene, Indianapolis, a member of the Typographical Union, as a commission to investigate workmen's compensation. The commission to investigate the hours and conditions of labor of women will be composed of Mrs. Virgil H. Lockwood, of Indianapolis; State Senator Harry Grube, Plymouth; H. J. Conway, secretary Clerks' International Protective Association, Lafayette; Lee Rodman, Cannelton, and Melville W. Mix, Mishawaka.

The minimum wage law for women, which passed the Washington legislature some time ago, will now be turned over for execution to a minimum wage commission, to be appointed by the Governor. It is provided in the measure that this commission shall investigate and establish such standard of wages and conditions of labor for women and minors employed within the State as shall be held to be reasonable and not detrimental to the health or morals. and which shall be sufficient for the decent maintenance of women.

The Bricklayers and Masons' International Union, in accordance with the action of its last convention, will soon submit to its membership the matter of affiliation with the American Federation of Labor.

The striking miners of the Kanawha coal fields, in special convention voted to accept the proposal of Governor Hatfield for a settlement of the trouble. The strike has been in progress more than a year. The coal operators accepted the Governor's proposition a week ago. The vote of the miners' delegates was 84 to 9 in favor of accepting the proposal.

The Minnesota Legislature has passed a workmen's compensation act. There seems to be much difference of opinion as to the relative merits of the act, but there appears to be a general feeling that the establishment of the principle that industry should bear its legitimate burdens is a long step in advance. With the principle accepted and the law in operation, the deficiencies will constitute the best argument for its amendment in future legislative assemblies.

Secretary of Commerce Redfield has appointed Walter Macarthur, editor of the Coast Seamen's Journal, San Francisco, United States shipping commissioner at San Francisco, effective June 1 next. The position carries with it a salary of $4,000 per annum.

The total number of immigrant aliens landed at ports of the United States for the month of March aggregated 96,958. Of these 23,267 were southern Italians, 17,314 Poles and 7,201 Hebrews. One thousand three hundred and seventy-two were carpenters by trade.

"The Biter Bit"

Editor The Carpenter:

The enclosed clipping from the "World" of a short time ago struck me as very funny, but a good lesson to the money hogs. I thought perhaps it would look good in The Carpenter.

Fraternally yours,

A. DARMSTADT,
R. S., L. U. 476.

New York City.

—That Pound of Flesh Takes a New Form—

Listen to the tale of "The Biter Bit; or, the Wily Suburbanite." John Kenna of 55 Poplar street, Corona, L. I., is the suburbanite. And, if you don't believe a suburbanite can be wily, inquire of Jacob Sunnelvitz of East Eighty-ninth street, Manhattan.

When the borough authorities were laying out a new street, Roosevelt avenue, they found they would have to chop off about four feet of Mr. Kenna's back kitchen. Condemnation proceedings were instituted and an auction sale of buildings on the condemned land was held. Kenna bid $25 for the piece of his kitchen, planning to move his whole house

forward off the city land. He was surprised when Sunnelvitz bid $38 for the four feet of kitchen and won the prize.

The mystery was cleared up when Sunnelvitz called on Kenna and offered to sell him the piece of kitchen at a handsome advance in price. Sunnelvitz had calculated that Kenna would rather pay and keep his house intact.

"Go ahead and take your piece of kitchen," said Kenna serenely.

So Sunnelvitz hired workmen and approached to chop off his small slice of kitchen. He was met on the boundary line by Kenna, who warned him that if Sunnelvitz's workmen touched even one shingle nail that wasn't his, or stepped an inch over the line, Kenna would sue Sunnelvitz for trespass and damages.

Then Sunnelvitz saw the point. He was under contract to remove the piece of house, but he couldn't very well do it without stepping over ever so little, or doing some damage to the rest of the building.

For several days Sunnelvitz fumed and puzzled and Kenna sat on the back fence and smiled sweetly on him. Finally Sunnelvitz inquired if Kenna was willing to undertake the contract to remove the encroaching section of his own house. Kenna was perfectly willing—for $25.

To that price Sunnelvitz was compelled to agree. Total price paid by Sunnelvitz for experience: $38 plus $25, plus hire of two carpenters for two days. Total profit to Kenna: $25, amount he originally expected to pay for his kitchen, plus $25, given him for deigning to accept said kitchen as a gift.

Unwarranted Complaints

Some people are continually finding fault with the unions. Their animadversions are numerous and severe. All the imperfections and deficiencies of organized labor stand out luminously before them, while its blessings and helpfulness are entirely eclipsed. They vehemently proclaim the injustice of this or that rule; to them it seems so irrational; it deprives them of their liberty, or it is extremely harmful to the principles of freedom, or its enforcement causes unspeakable sorrow. Again, the unions impress them as being so very inconsiderate. In no instance, however necessary, do they show discrimination. A man with a large family is fined, or the initiation fee is too exorbitant in his particular case, or the monthly dues are too high for him to meet. We hear of many other complaints of a different nature. The leaders suffer the imputation of being selfish; they look out for their own interest, instead of that of organized labor.

We find some complaints about certain defects which really do not exist in unionism. Some persons are very much misinformed, or very much deluded, and base their complaint on a false report or on a mere absurd fancy. Such are ignorant of the situation, and need enlightenment. There are other people who complain of the oppressiveness of many of the laws of unionism, and resent them with ardent impetuosity. Their mind, and their feeling, and their attitude, are such, in spite of the fact that those very objects of their criticism and aversion have been commended as expedient by great men and by practical philosophers, to decide impartially for themselves whether what they deem oppressive may not be the most practicable and the most beneficial at the time.

It cannot be denied that in unionism there are imperfections. Of these we find many complaining, when there is no plausible reason. Organized labor cannot be the embodiment of perfection in one day. It takes time, it requires years It is best for such people to reflect, and of development for it to reach the perfect state in which some fastidious complainers would have it now. It took centuries for Greece to become the gigantic intellectual nation that it was. In like manner it will take many years for the unions to coalesce into one perfect body.
—Charles P. Hardeman.

Property Owned by Labor Unions

The American Federation of Labor has compiled, so far as it has been able to get accurate information, the names of the cities where labor temples have been erected by organized labor. It has been a difficult task, and no doubt there are many omissions, owing to lack of information. Where the value of the property is known it is given after the city. The following is a list of cities where labor temples have been erected:

Atlanta, Ga.; Boston, Mass.; Brooklyn, N. Y.; Everett, Wash.; Haverhill, Mass.; Jacksonville, Ill., cost $5,000; Kansas City, Mo.; Lincoln, Neb., purchase price, $20,000, present value estimated at $30,000; Los Angeles, Cal.; New York City; Paterson, N. J., cost $40,000; Quincy, Ill., cost $13,500; Racine, Wis., cost $40,000; Rock Island, Ill., cost $30,000; Rock Springs, Wyo., cost $30,000, owned by five locals of United Mine Workers; Sacramento, Cal., cost $95,000; Salt Lake City, Utah, cost $40,000; San Jose, Cal., cost $30,000; Seattle, Wash.; Sedro-Woolley, Wash.; Tampa, Fla., cost $7,000; Toronto, Ont., Canada, purchase price $30,000, present value estimated at $65,000; Utica, N. Y.; Vallejo, Cal., cost $12,000; Victor, Colo., cost $36,000, owned largely by the Western Federation of Miners; Walla Walla, Wash., $8,000; Winnipeg, Manitoba, Canada.

List of cities where labor temple associations have been formed by the labor unions for the purposes of securing funds to purchase a site and construct labor temples:

Birmingham, Ala.; Butte, Mont.; Cleveland, Ohio; Evansville, Ind.; Fond du Lac, Wis.; Galesburg, Ill.; Hamilton, Ont., Canada; Hoquiam, Wash.; Jackson, Mich.; Meridian, Miss.; Newburgh, N Y.; Pasadena, Cal.; Rochester, N. Y.; San Antonio, Tex.; Schenectady, N. Y.; Sheboygan, Wis.; Spokane, Wash.; Springfield, Mass.; Stockton, Cal.; Tacoma, Wash.; Troy, N. Y.; Wilkes-Barre, Pa.

The following is a list of the international unions that have either erected or purchased buildings which are being used as general headquarters:

Brewery Workers' International Union; headquarters located at Cincinnati, Ohio; value of property, $40,000.

United Brotherhood of Carpenters, located at Indianapolis, Ind.; property cost $73,000, with estimated value at present time of $100,000.

National Brotherhood of Operative Potters; located at East Liverpool, Ohio; cost $5,000.

International Printing Pressmen's Union; located at Rogersville, Tenn. The property also includes a home for superannuated, a sanatorium, and technical trade school.

The Brotherhood of Railroad Telegraphers, with headquarters in St. Louis, Mo., is the owner of a valuable building site, and a combined headquarters and business structure will be erected in the future.

It is also interesting to note that there are a large number of local unions that have erected buildings in various parts of the country, the name of the union and the location being as follows:

Bartenders' Union, St. Louis, Mo.; Beer Bottlers, No. 187, St. Louis, Mo., cost, $25,000; Beer Drivers, No. 43, St Louis, Mo., cost, $40,000; Brewers and Drivers, Nos. 4 and 16, Buffalo, N. Y., jointly, cost $15,000; Brewers, Union, Baltimore, Maryland; Brewers' Union, Philadelphia, Pa.; Brewery Workers, No 6, St. Louis, Mo., cost, $25,000; Brewery Workers, No. 7, San Francisco, Cal., cost, $20,000; Bricklayers' Union, Chicago, Ill.; Bridge and Structural Iron Workers, No. 77, San Francisco, Cal.; Building Laborers and Hod Carriers' Union, Chicago, Ill.; Carmen, Brotherhood of Railway, Lodge, Cranbrook, B. C.; Carpenters' District Council, Cincinnati, Ohio cost $17,000; Carpenters' Local, No. 36, Oakland, Cal.; Carpenters' Local, No. 1473, Fruitvale, Cal.; Loom Fixers' Local, Fall River, Mass.; Metal Polishers, No. 73, Wallingford, Conn.; Metal Workers, Sheet, No. 104, San Francisco, Cal., cost $13,000; Mine Workers' Local, Centerville, Iowa.

It is known that the local unions of the United Mine Workers own and control a large number of buildings throughout the various mining camps, but no data is available at this time to give the names and location.

The local unions of the Western Federation of Miners have extensive property interests in the metalliferous mining camps of the West, these interests being divided between buildings erected for meeting halls and other purposes and hospitals. The following is a list of the halls and hospitals owned by the local unions in the towns and cities named, as well as the value thereof:

Butte, Mont., hall, $25,000; Lead, S. Dak., hall, $75,000; Central City, Colo., hall, $2,000; Granite, Mont., hall, $1,120; Terry Peak, hall, $17,900; Phoenix, B. C. hall, $20,000; Burke, Idaho, hall, $2,900; Gem, Idaho, hall, $1,500; Deadwood, hall, $7,300; Great Falls, Mont., hall, $13,300; Greenwood, B. C., hall, $1,680; Silverton, Colo., hall and hospital, $75,000; Rossland, B. C., hall, $10,000; Bourne, Ore., hall, $3,000; Randsburg, Cal., hall, $3,000; Virginia City, Mont., hall, $1,500; Mojave, Cal., hall, $3,000; Central City, hall, $2,500; Ward, Colo., hall, $18,000; Telluride, Colo., hospital, $20,000; Bingham Canyon, Utah, property, $10,000; Sandon, B. C., hall and hospital, $20,450; Ymir, B. C., hospital, $9,740; Grass Valley, Cal., hall, $1,160; Douglas Island, Alaska, hall, $4,960; North Moccasin, Mont., hall, $1,200; McCabe, Ariz., hall, $3,000; Tonopah, Nev., hospital, $8,000; Snowball, Ariz., hall, $1,500; Elk Lake, Ontario, Canada, hall, $1,350; Park City, Utah, hall and hospital, $8,000; Tintic District, Utah, hall, $16,700; Index, hall, $1,000; Goldfield, Nev., hall and hospital, $20,500; Ishpeming, Mich., hall, $2,200; Nome, Alaska, hall, $3,000; Manhattan, Nev., hospital, $1,500; Bullion, Nev., hall, $1,000; Vernon, Nev., hall, $3,700; Rawhide, Nev., hospital, $2,200; Pioche, Nev., hall, $1,500; Cripple Creek, Colo., hall, $20,000; Victor, Colo., hall, $60,000.

The local unions of musicians attached to the American Federation of Musicians are well represented in the list of local unions owning their own headquarters, and are as follows:

Baltimore, Md.; Chicago, Ill.; Detroit, Mich.; Newark, N. J.; New York, N. Y.; Philadelphia, Pa.; San Francisco, Cal.; St. Louis, Mo., and Toronto, Ontario, Canada.

Teamsters' Local Union, No. 85, of San Francisco, Cal., owns a building valued at $29,000.

As is well known, the International Typographical Union conducts a home at Colorado Springs, Colo., the value of which must be close to half a million dollars.

The Weavers' Progressive Association of Fall River, Mass., owns property valued at $61,000.

The White Rats (actors) of New York City owns a clubhouse.

At Humboldt, Cal., the unions maintain a union labor hospital.

This is not a complete list, and no doubt there are many other labor organizations owning real estate, but the fact has not been reported directly or indirectly to the headquarters of the American Federation of Labor.

The Helping Hand

(By Margaret Scott Hall.)

The helping hand is the hand outstretched
To the neighbor who's in distress,
The hand reached out to a fellowman
In its mission of love to bless;
'Tis the hand that soothes with sympathy
And brings the down-hearted good cheer,
That lifts the fallen who most need help
Giving the courage that casts out fear.

The man who would lend a helping hand
As he passes along this way,
Will find there's trouble enough abroad
To darken the world today;
He bears another's burden of care
He overcomes evil with good,
His creed is love for his fellowman
And he practices brotherhood.

His spirit sickens at sight of want—
Of life's bitter without its sweet,
For clearer, sharper the contrast grows
To the beauty of Easy street;
But the helping hand is still outstretched
To relieve all the woe it can,
And love in the cause of brotherhood,
Brings cheer to the laboring man.

News Notes from Local Unions

Notice

Carpenters, please stay away from Sioux Falls, S. D., until further notice. Conditions are very unfavorable at the present time. Plenty of men are here to do the local work. L. U. 783.

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Brothers, you are hereby notified to stay away from Albuquerque, N. M. Pay no attention to advertisements for men. More men are here now than we can keep busy. L. U. 1319.

❖ ❖ ❖

Carpenters, stay away from Houston, Texas. We were locked out on May 2, because we would not surrender the scaffold building, which is, and always has been, our work. The glaring advertisements sent out from here are all fakes, as the contractors only want strike-breakers in an effort to whip us. The few strike-breakers they have succeeded in bringing here are of the usual kind, reservation toughs, box car tourists, and gun men. Help us win by staying away. L. U. 213.

❖ ❖ ❖

Moose Jaw, Sask., Can.—Brother carpenters who are thinking of migrating to Western Canada should first find out conditions from the secretaries of local unions. Pay no attention to real estate and board of trade boosting advertisements. Moose Jaw has right now far more carpenters in the city than there is work for, and L. U. 619 would greatly benefit if you would stay away.

❖ ❖ ❖

Hugo, Okla.—All brothers will please stay away from this place. Nothing much is doing at the present time and prospects are anything but bright for the summer season. They will help this local by staying away.

Martins Ferry, Ohio—L. U. 1729 (boxmakers) requests all brothers to stay away from this place, as we have been out on strike for ten months and have not yet reached a settlement. We can win if the brothers will stay away from here.

❖ ❖ ❖

Manchester, N. H.—This D. C. wishes all carpenters to stay away from Manchester until the new trade rules become effective. We have asked for an increase in wages from thirty-five cents to forty cents per hour, but the raise has not been accepted by all the contractors. Help us in this by staying away.

❖ ❖ ❖

Prince Albert, Sask., Can.—Carpenters will please stay away from this place until further notice. The city is flooded with mechanics and many of them are unemployed. This year looks very dull for the building trades and newspaper reports of prosperity in this city are unreliable. Help the members of L. U. 1606 by giving this city a wide berth.

❖ ❖ ❖

Winnipeg, Man., Can.—We would ask all brothers who are thinking of coming to Western Canada this season to avoid Winnipeg, if at all possible, as conditions are not very good here. The immigration from European points is heavier than ever and this keeps the market overstocked with labor. Although the city and suburbs are building very fast, the market is oversupplied with labor, and the bosses are taking every advantage to force wages down. We advise you to give Winnipeg a wide berth at the present time.

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Raymond, Wash.—We are trying to get together and organize all the non-union carpenters here. We are having

a fierce time of it, as the commercial club has ads running through all the Sunday papers and the different contractors are also calling for men. Don't come here. There are ten men to every job, and only about forty per cent. organized. We are forced to work at the scale (of $3.50 per day) that we adopted in the panic of 1907, because of men coming here who are forced to work at any rate to get money enough to take them out. We would like to try for higher wages, but cannot succeed under present circumstances. You can do L. U. 1509 a good turn by staying away and allowing us a little better existence.

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Saskatoon, Sask., Can.—As we are making a demand for a new wage scale, to go into effect June 1, and as work is rather slow this spring, Saskatoon will be a good place for migrating brothers to avoid. Although we are always willing to welcome brothers with clearance cards, conditions at this time make it necessary for us to insert this notice. Brothers coming to Western Canada, please bring your clearance cards with you. Many come up here for the summer and think this is not worth bothering about, until forced to do so.

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Edmonton, Alta., Can.—Many inquiries are being received by Local Union 1325 as to the correctness of advertisements appearing in papers throughout the United States and Canada, stating that there is a big demand for carpenters in this city. As we are unable to send a letter to all in reply and yet feel that we must do something to counteract these misleading advertisements, we wish to say that the facts are briefly as follows: Hundreds of our members are seeking jobs and prospects are not at all bright. We have here a city labor yard, for giving relief to the unemployed, and it was never in such a flourishing condition as now. This fact speaks for itself. Wages are very low when compared with the high cost of living, compelling a large majority of the workers to live in shacks and tents, they not being able to pay the high rent with these conditions existing. Migrating brothers would be well advised if they were to keep away from this district.

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Information Wanted

The address of Albert Walker, a member of the Brotherhood, is desired. Walker formerly lived in San Antonio, Tex., and was last heard of in Sacramento, Cal. Mail any information in his regard to his friend, Robert Pigott, Box 541, Childress, Texas.

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Business Agent Honored

On his resignation as business agent of L. U. 1480, Jacksonville, Fla., Brother G. H. Hall was presented with a beautiful gold fob, with name engraved thereon, as a token of appreciation for the services he had rendered the locals of Jacksonville.

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Georgia State Council Meets

The Georgia State Council of Carpenters met in regular session at Waycross, Ga., on May 12 and 13. Delegates representing one thousand members, or sixty-three per cent. of our State membership, were present. The State treasury was seen by the reports to be in a good condition, and the convention decided to press the unaffiliated locals of the State to join the State body. The following officers were elected: President, A. M. Copeland, 253, Atlanta; vice-president, W. H. Cole, 283, Augusta; secretary-treasurer, R. L. Singleton, 779, Waycross. The next meeting of the State Council will be held in Fitzgerald, Ga., in May, 1914.

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A Defaulter

All Local Unions and District Councils will take notice that Edwin Schaeffer, who became a member of the U. B., November 20, 1902, and has been F. S. of L. U. 1596, of St. Louis, Mo., since July 1, 1911, and business agent of the District Council of that city since January

13, 1913, has defaulted with initiation fees collected for the D. C. to the amount of $205.00. A special examination of his books disclosed a considerable shortage

EDWIN SCHAEFFER.

during his entire term as financial secretary of L. U. 1596, and, as he left for parts unknown without giving an accounting, that local expelled him. We warn all other locals to be on the lookout for him. His height is 5 feet 9 inches; weight, about 160 pounds; complexion, dark; one joint is missing on the little finger of his right hand. He is of a sociable, easy-going disposition. Wm. F. Truebel, R. S., L. U. 1596, 3920 Lee Ave., St. Louis, Mo.

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James Reynolds, a former member of L. U. 1292, Huntington, L. I., N. Y., on April 4 last, eloped with the wife of W. D. Higbie, a brother unionist and president of the local, with whom he had been boarding for some time. Reynolds and

JAMES REYNOLDS.

the woman were last heard of in Kansas City, where they went from Huntington. He is of English parentage, light complected, and dresses well in his working costume. The local has expelled Reynolds for his action. H. L. Stanbrough, R. S., L. U. 1292, Huntington, L. I., N. Y.

Signs Full Crew Bill

Governor Sulzer has signed the full crew bill. Similar measures have passed the legislature of the State of New York on two former occasions, but did not receive the approval of the chief executive, upon the assumption that the public service commission had power to remedy the evils which the bill was aimed to correct. Governor Sulzer, in signing the full crew bill, said in part: "Considering the fact that the legislature has by an overwhelming vote again passed the bill, I am bound to assume that this measure concerns the general welfare and that the people want it enacted into law. I shall not shirk my duty to humanity. The only objection to the measure on the part of the railroads appears to be that it will increase to some extent the cost of operation, by reason of the fact that a few more men will have to be employed on some of the trains. The same objection could be urged with equal force to any improvement in the method of railroad operation. My judgment is that the conservation of human life and limb is as important to the people as a little additional expense in the operation of these common carriers. The State, for its own welfare, has a right to demand the employment upon the railroads of every safety appliance, whether mechanical or human, in the interest of life and limb, and greater safety standards. At all events, between the extra cost in dollars and the extra cost of lives, if I err at all in reaching an equitable conclusion regarding official action on this bill, I prefer to err on the side of life and limb and flesh and blood." Governor Sulzer then reviews statistics gathered by the Interstate Commerce Commission, in which it is revealed that during the twenty-four years covered, 188,037 persons have been killed and 1,395,618 per-

sons injured on the railroads of the United States, and then the Governor concludes by saying: "This bill, I believe, is in the interest of humanity for the general welfare and will go far to change for the better these deplorable statistics in the future, and once upon the statute books will meet with popular approval and will never be repealed. Hence, all things considered, I shall sign the bill for the good of the State."

Amalgamated Carpenters Excluded

At its meeting of February 27, the Toronto District Labor Council decided to enforce the rule of the American Federation of Labor that central labor unions chartered by that body should not continue to seat the representatives of bodies unchartered or unrecognized by the A. F. of L., and to exclude hereafter the delegates of the Amalgamated Society of Carpenters and other unions not recognized by the American Federation.

There was a remarkable unanimity of opinion among the delegates on the subject. While one and all regretted that action had to be taken, it was necessary to acknowledge that the A. F. of L. had been conceded by the organized labor movement in Canada and the United States to be supreme on the question of jurisdictional disputes, while the Trades and Labor Congress of Canada was supreme in all legislative matters. There was only one course to pursue, and that was to enforce the law. This was carried by a practically unanimous vote.

It was noteworthy that throughout the discussion of the matter not one single angry or unkind sentiment was expressed, and the delegates of the affected organizations voiced their appreciation of the considerate manner in which they had been treated, and gave it to be clearly understood that while they regretted such action had been necessary, they did not expect or desire the District Council to pursue any other line of policy under the circumstances of the case. It was unanimously carried on motion that the edict of the A. F. of L. should become effective one month from date.

Florida State Convention

The Second Annual Convention of the Florida State Council of the Brotherhood took place at Key West, "the Island City" of the State, on May 5 and 6. General President Kirby could not be present at the meeting, to which he had been invited, but Brother James Ogletree, the member of the G. E. B. from the Fourth District, served as his representative. General Secretary Duffy and General Treasurer Neale, on account of the great amount of business at the general office, were also unable to attend. Communications were received from them expressing their regret at being absent.

President Frank A. Mullan, in his report to the convention, said in part:

"The year of 1912 has gone—a year unprecedented in the annals of progress of this great Nation. We have entered upon the second year of our State Council and we hope to accomplish a great deal for the upbuilding of the organization throughout the State of Florida, and there is no doubt that with the assistance of our sister locals great good can be accomplished.

"As time rolls on, it will be necessary for us as carpenters, toilers and wage-earners, to be prepared and on the alert in order to meet the ever-changing conditions that confront us, and we should ever remember that 'eternal vigilance is the price of liberty,' and this should be our motto, as a protection and safeguard to our Brotherhood.

"The future welfare and success of our Brotherhood depend entirely upon ourselves, and we should use every honorable means at our command to promote peace and harmony with our employers—treat them as we expect to be treated, fair and just, and we can rest assured that it will be returned with confidence and pleasure, as it is to the employer's interest to have intelligent and contented workmen in his employ; so also it is to the interest of the man who must toil to have a contented, intelligent man as his employer.

"We have assembled here as representatives from different sections of our

most beautiful State, to discuss and enact laws that will be beneficial to our organization, to promote a unity of action that will more thoroughly solidify our membership in closer bonds of unity and brotherhood; and in the discussions and arguments that we are about to enter upon we must be careful to weigh each question carefully, exercising good judgment upon all matters coming before this body, in order that our Brotherhood and all Labor generally, shall be benefited by our work. And remember, that while we may not all agree upon every question before us, that we are all entitled to our opinions and we should express them freely and frankly, as it is through argument and opinions thoroughly and intelligently discussed that we will be enabled to accomplish what this convention is intended for. All great bodies—no difference what their objects—are subject to grave mistakes, and it is upon the errors and mistakes of the past that the future success of our Brotherhood depends."

He also declared that he thought the American flag should be displayed at all meetings of the local unions of the State to show the loyalty and patriotism of the carpenters to our nation and to "Old Glory." In concluding he said:

"Our organization is new, but in the coming year I hope to see it make some rapid strides towards the end for which we were organized; namely, for the mutual benefit of all locals throughout our State.

"At the convention held in Washington last September, a law was presented requiring all locals in states where State Councils exist, to join same, and I hope that all the locals in Florida will join our ranks, thereby making us one of the strongest State Councils under the jurisdiction of the Brotherhood. In the past year some few locals have joined us, and I hope before the time of our next convention rolls around we will have all with us."

Secretary-Treasurer Featherstone thoroughly reviewed conditions existing in the State, the great need for extended efforts in certain quarters, and dwelt at some length on the grave necessity of changing present bad conditions existing in Tampa and in Jacksonville, particularly in the latter city. He particularly commended "the dogged persistence of our members" in Tampa in face of the strong effort of "the combined capitalists to put the local out of business." In concluding he made several recommendations based on his experience, particularly urging closer co-operation with the State Federation of Labor to secure the passage of legislation favorable to the workers, such as the eight-hour law, weekly pay bill, labor commissioner law, employers' liability, and measures to abolish child labor. He recommended a general re-awakening of activity among the unions of the U. B. in Florida.

Dr. Fogarty, the Mayor of Key West, attended the last day's session and expressed to the delegates his pleasure at their coming to that place. He extended to them the freedom of the city.

Among the measures adopted at the convention were the following: It was decided to request all labor unions in the State to become affiliated with the State Federation of Labor. The incoming Executive Board was instructed to draft an eight-hour law, and also a weekly payday and lien law, for presentation at the next session of the legislature. It was further decided that the State Council should recommend to the next general convention that State Councils and District Councils be entitled to representation on the floor of that body with voice and vote. The incoming Secretary-Treasurer was instructed to notify all the local unions of the State to become affiliated with the State Council, as per the General Constitution.

The following officers were chosen for the coming term: President, A. B. Sawyer, Miami; vice-president, R. L. Marshall, Lakeland; secretary-treasurer, Frank A. Mullan, Tampa; executive board, G. L. Hammock, B. W. Bolinger, T. A. Price, B. Shumaker, and J. W. Logan. The 1914 convention will be held at Kissimmee, Fla.

Trade Notes

Movements for Better Conditions

Local Union 498, Brantford, Ont., Can.—We are asking an increase in wages from 30 cents per hour to 35 cents. The condition of trade in this place is very good, and we have fairly good prospects of obtaining our demands. We are, however, still working the ten-hour day. Our new scale should go into effect June 1.

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Local Union 1381, Woodland, Cal.—This local is asking for the eight-hour day and for a minimum rate of $4 per day. Our local has made great strides here, and we have very good prospects of obtaining our demands. There is no likelihood of a strike. The new conditions should go into effect on June 1.

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Successful Trade Movements

Princeton, N. J.—Our movement for an increase in wages from 45½ to 50 cents per hour on May 1, was gained without any trouble.

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Woodland, Cal.—We obtained all our demands, receiving a minimum wage of $4 per day and the eight-hour day. We are getting along very well here.

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Youngstown, Ohio—We received an increase of 50 cents per day on May 1. We had little or no trouble in getting the raise. Trade is in good condition here.

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Schenectady, N. Y.—Our trade movement for an increase in wages of five cents per hour, (from 45 to 50 cents), taking effect May 1, has been successful.

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North Tonawanda, N. Y.—We have gained our demand for an increase in wages. Every contractor has consented to our demands, and everything is going along in peace and harmony.

Whitesboro, N. Y.—The trade movement of L. U. 337 went through without any trouble, all of the contractors signing our agreement. Our scale is now 50 cents per hour.

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Utica, N. Y.—The strike of L. U. 125 for a minimum rate of 50 cents per hour has been settled and practically all our men are now back at work. We are pleased to report that we did not lose one member during this trouble.

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La Crosse, Wis.—The demand of L. U. 1143 for a minimum wage of 40 cents per hour for an eight-hour day, to take effect May 1, has been granted by the contractors. There was no trouble in the matter at all.

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Halifax, N. S., Can.—Our strike is off and the men have returned to work. We have accepted the offer made by the employers for a minimum rate of 35 cents per hour. We feel gratified at our success.

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Geneva, N. Y.—Our strike has been declared off, the contractors having come to terms with our committee. All our members went back to work on May 9, at a fifty-cent per day increase. Everything is in good shape here.

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Rochester, N. Y.—The local millmen's strike has been adjusted. We succeeded in gaining all our demands, which include a 25-cent per day raise, making the minimum scale $3.00, and recognition of the union shop.

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Fargo, N. D.—Although the contractors of Fargo and vicinity have not as yet signed the agreement offered them, they began paying the new scale of 45 cents an hour on May 1, as per our de-

mands. We had no trouble in the matter whatever.

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Syracuse, N. Y.—The demand of the carpenters of this city for an increase in wages from 45 to 50 cents per hour, to take effect May 1, has been granted by the contractors. Practically all of our men are now at work.

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Bloomington, Ill.—Everything has been settled most satisfactorily here. The machine men accepted a scale of 35 cents per hour, and the bench men, a scale of 37½ cents. All hands returned to work on the morning of May 9.

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Fredericton, N. B., Can.—Our strike has been quickly settled, and our demand for an increase in wages has been granted. Our success in this matter was due solely to the fact that through our union we were able to stand together.

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Mount Vernon, N. Y.—Our movement for an increase in wages has been successful. We are now receiving under the new scale $4.25 per day, for an eight-hour day. Everything is in good shape here.

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Auburn, N. Y.—The strike at this place has been settled. All the men returned to work on May 20, having been granted every demand. The settlement was made before the arrival of Brother Guerin. Our minimum wage scale shall from now on be 45 cents per hour.

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Reading, Pa.—The employers have signed our contract for the coming year, calling for a minimum wage of 40 cents per hour, with an eight-hour day. Our former wage was 35 cents per hour and our working day nine hours. Everything is in good shape here.

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Kennebec Valley, Me.—We settled our difficulty with the contractors by arbitration. An increase of 25 cents per day was granted to us over the old scale, our minimum now being $3.00 per day. Nearly all our men are working at present.

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Terre Haute, Ind.—We reached an adjustment of our differences with the employers on May 14, securing a scale of 45 cents per hour and returned to work immediately. Business in the carpenter trade is very good here.

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Columbia, S. C.—The desired increase of five cents per hour has been granted to the local carpenters by the contractors. Only one contractor refused to sign the agreement, and the men who came off of his jobs have all been taken care of. We expect a good year.

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Sheboygan, Wis.—All the contractors and mill owners of this place have signed up the agreement for the new season. We had anticipated some little trouble in the mills, but everything come out O. K., all our demands being granted on May 2.

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Pacific Grove, Cal.—Our increase in wages to $4.50 per day, with Saturday half holiday, which went into effect on April 1, was accomplished without trouble of any kind. And, while there was little work in sight when we made our demands, everything looks prosperous now for the coming summer.

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San Diego, Cal.—Our movement for an increase in wages has so far been successful. The majority of the contractors here have signed up; a few are still holding out and refusing to comply with the new scale. Several of these have lately given in, and we expect the rest to do likewise within a short time.

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Lewistown, Mont.—L. U. 1949 obtained all its demands, the contractors granting the increase in wages without objection. Our local is getting along very nicely, and we are about ninety-five per cent. strong. The last contractor holding out

against union men brought all his men up to our meeting the other night and had them join us.

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Illinois Valley, Ill.—This D. C. has reached an agreement with the contractors who are members of the contractors and employers' organization, by which we are to receive a minimum wage of 50 cents per hour, foremen to get not less than 5 cents per hour more than regular wages. There are some contractors still holding out.

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Gloversville, N. Y.—After a two-day strike, L. U. 1107, of this city, obtained all its demands from the contractors, a minimum wage of 42 cents per hour being established for the present year for journeymen and 28 cents for apprentices. This is a flat rate, our former sliding scale, with two classes, being abolished. Of the 150 carpenters in this city, 103 are union men.

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Boone, Iowa—We have signed up an agreement with the contractors for another year, by which we obtain the union shop in this place. Our wages and hours are to remain the same as last year. We have, in addition, brought the contractors together and got them working in a friendly way, so that we will be better able in the future to obtain consideration for our demands.

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Jermyn, Pa.—The contractors have all signed our agreement for the years 1913 and 1914. We cut our demand down to 41 cents per hour for this year and 42½ cents for next year, for we thought that a little gain without opposition was much better than a large gain after a long, drawn-out strike. We are very well satisfied with the results.

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Ithaca, N. Y.—We adjusted our scale for 1913 with the contractors without any trouble. The builders agree to pay a minimum wage of 40 cents per hour for an eight-hour day, for a period of four months, beginning May 1, and 43 cents per hour for the remainder of the year, beginning September 1. Everything is in good shape here.

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Warren, Pa.—Our movement for the eight-hour day was a complete success, going into effect on April 1. All the boys stood by boldly and no trouble occurred, except that one contractor refused to grant the demand on one of his jobs. We soon brought him to time, however, and now the eight-hour day is "the go" with all contractors employing union men, and even with some who employ non-union men.

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Newport, R. I.—Our strike is over. We have an agreement with the builders for three years. We obtained an increase of four cents per hour for this season, two cents per hour in 1914, and two cents in 1915, or a minimum wage of 50 cents this year, 52 cents next year, and 54 cents the year after that. We think we have done very well in this settlement.

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Cadillac, Mich.—Our new scale, which went into effect May 1, establishes a minimum wage of 40 cents per hour for journeymen carpenters, instead of 35 cents, and 50 cents per hour for laying and scraping floors, where no other work is done. The rate for apprentices is 25 cents per hour. No rush is in sight in our work here, but we have enough to keep us all pretty busy.

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Lawrence, Mass.—The District Council of Lawrence and vicinity, after a five-day fight for better wages, has declared the strike off with a great victory for our members. After the meeting of the Master Builders on Tuesday, May 5, our men did not have to look for work. The contractors themselves were after them, and as a result, there was not a member present on Wednesday morning, May 6, to answer the roll call. Our members are all working at an increase of 6¾ cents per hour.

Uniontown, Pa.—The carpenters of this place have gained their demand for an increase in wages from 33 1-3 cents to 40 cents per hour. All the mills have signed the agreement, as have the outside carpenters. Everything is lovely here, and we are in a better shape than we have ever been. This is one of the worst towns in the country to unionize, so credit will have to be given our organizer, Brother Bigger, for the fine results obtained.

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East St. Louis, Ill.—Our demand for an increase in wages from 60 to 62½ cents per hour was granted on April 1, without the loss of a minute of time. The contractors made no fight on the raise, but demurred at signing up an agreement with the organization on account of our agreement with the mill operators. Everything is moving along smoothly now, with every prospect of a good season's work ahead.

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Rock Island, Ill.—The Tri-City District Council has signed a two years' agreement with the Master Builders' Association, by which we are to obtain a minimum wage of 53½ cents per hour for the first year and 55 cents for the second year. The Saturday half holiday has also been granted for the months of June, July, August, and September. Several other minor concessions have been gained. Double time will be given for all overtime. Our D. C. is in a very good condition.

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Springfield, Mass.—About a month ago we set on foot a movement for an increase in the minimum rate from $3.54 to $4.00 per day, at least twenty-five per cent. of our men getting at that time $3.82. The contractors, through their committee, the first one we have been able to meet since 1904, offered us a minimum of $3.75 per day, all men getting above that rate to be raised accordingly. The employers are also to appoint a standing grievance committee, and we are to take up the apprenticeship question with that committee. We accepted this offer, to go into effect May 1, and are to meet them next January for another raise for next year.

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Paragould, Ark.—We have a well-organized local here—L. U. 1103. Our membership is fifty, and there are only one or two non-union carpenters in the place. We meet every Monday night with an average attendance of thirty men. All members have put their shoulder to the wheel to do their best toward bettering working conditions. On May 1, our new scale went into effect. Our raise was from 37½ cents to 40 cents per hour for journeymen carpenters. We presented our agreement to the contractors, good for one year, and every one of them signed it. Our only trouble at the present is that we haven't work enough for the men that are here.

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Binghamton, N. Y.—At the first meeting of our local in January of this year, the organization voted to ask the contractors for a raise in wages from 37½ to 45 cents per hour, to take effect on May 1. This is the first raise in wages that the union has asked for in six years. On April 12, a meeting with the different contractors was held for the purpose of considering the demands that had previously been made, and, after talking over the demands, a proposition was made as a compromise that they would agree to increase the scale from 37½ cents to 40 cents per hour for the coming year, and also carrying with it the understanding that another increase would be granted a year hence. The scale committee reported this proposition at the next meeting of the local, which was finally accepted. The wages for the coming year will be $3.20 a day, and, everything considered, the membership feels quite well satisfied with the negotiations as made. The prospects for a good season's work are bright at this time, and it is expected that a considerable increase in membership will occur. The local increased its membership about 100 last year. A new

set of by-laws and working rules went into effect on April 1, which will materially assist in the work of organization There are a few contractors in this city who employ non-union men, and we learn that they were considerably disappointed on learning that an amicable agreement had been reached with the union. They seemed to be of the opinion that a strike would surely occur on May 1, and some of them were preparing to do the bulk of the work in case trouble arose, and now these unfair builders are cussing the union in thunderous tones because it did not involve itself into trouble to please them. The fair contractors have pledged themselves to do everything in their power to strengthen the organization the coming year, and considering all these facts, we think a big victory has been won, which ultimately means the organizing of every eligible carpenter in the city.

Labor Leaders Wanted

(By Rev. Charles Stelzle.)

Men with red blood; men of iron; men with brains; men with a vision; men who will dare do right though the heavens fall. No "boozers" need apply. The business is too serious and there are too many interests involved, both on the part of capital and labor, to entrust the workingman's side of the controversy to any but clear-headed advisors. It's all right to be a good fellow, and it's a good thing to be popular with the boys, but when a man is only that he soon loses his grip on his job, and those whom he is supposed to represent soon lose theirs. When booze interferes with such a leader's business, he is very apt to sacrifice his business.

Preference will be given to peacemakers instead of strike-makers. Not that a labor leader should never call a strike. God pity him if he hasn't the nerve when the time comes for him to do so. The right to protest should belong to every man. But the best labor leader is the man who calls the fewest strikes, because he has the tact and the sense to settle the trouble without an industrial conflict. If war is hell, then strikes are "purgatory."

Four-flushers and bluffers will not be considered, and the chap who has only the gift of gab will not have a look-in. We need men who regard the labor leader's job as a proposition that requires the exercise of good gray matter. Only the brainy fellow who can make fully as much money at his trade can make good on this job. It is no cinch. It is easier to work in the shop at day's wages.

If the labor leader is honest he will nevertheless be criticised occasionally by both sides, but he will have the comfort of a clear conscience, and he will have the satisfaction of knowing that some day he will be given due credit for sincerity of purpose. If he is dishonest he will unquestionably be found out, and he will be held in contempt by all classes of men—including himself—to the end of day.

But while the job presents difficulties there are in it great possibilities. There never was a greater chance for leadership. But the demands are more exacting, the qualifications more numerous, and the things to be obtained more varied than ever before. The labor leader must be a statesman—not merely a politician. He must be an educator—not simply an agitator. He must be a preacher of social righteousness and of justice for all men.

Relaxation

I always like the freakish verse,
The kind that runs downstairs;
The kind that circles round the page,
Or does its turn in squares.
It's fun to see the poet's stunts,
Helped by the typo men;
Just see again.
the way runs up
this runs and then
down hill

I do not think that people ought
To keep the same old gait;
They ought to break loose now and then
And keep an evening "late."
A long, straight line, without a break,
Is bad for verse or men;
up hill
this runs and then
the way runs down
Just see again.

—Anonymous.

Craft Problems

The History of the Cabinet

(By George Cecil, London, England.)

Although the increase in the craving for old furniture has lessened the demand for the modern cabinet, tasteful people, all the world over, in giving the cabinet-maker employment, expect decorative work. They have no objection to modern workmanship, provided it is the best of its kind; but the patterns and styles of other days are (very properly) insisted upon. Under the circumstances, some information about the first cabinets (which were made just five hundred years ago) and their successors, and about the methods employed in making them, may not prove uninteresting.

—A Harvest—

In the earliest days of the cabinet, only the well-to-do Britons could afford the luxury of storing their possessions in closed receptacles; for cabinet-makers were few and far between, and, unless they were serfs, and thus forced to labor at the bidding of the lord of the manor, a stiff price was charged, which comparatively few could afford. Nor were the rich land-owners disposed to allow a good workman to depart. They much preferred to keep him on the premises, putting together cabinets and repairing those already in use, an arrangement which often resulted in the craftsman staying several months at a single country house, stocking it with beds, tables, chairs, stools, chests, and, of course, cabinets, from cellar to attic. The master of the mansion reasoned that cabinet-makers being scarce, they should be made the most of when secured. For the rest, five hundred years ago, the Saxon artisan worked from soon after daybreak till dusk, with a couple of hours off for eating and sleeping, doing the best he could with the roughest tools—and always using seasoned wood, much of which has stood the test of years in a marvelous manner. As time went on, the tools and appliances were, of course, improved beyond all recognition; but, so far as carving, turning, and stipple-work are concerned, particularly fine results were achieved.

—The Tasteless Victorian Epoch—

Following the increase in luxury came Chippendale, Heppelwhite, Sheraton and Adam, all of whom throve on the taste of their patrons. With the accession of Queen Victoria to the throne, a sense of the beautiful was lost, and the cabinets of the next fifty years were too hideous to contemplate. Now, happily, the old styles referred to are being copied, and with results which are decidedly beneficial to every one concerned.

—The Early Cabinet—

The cabinet, which, in its sixteenth century form, was a sort of oblong box with feet, came from Italy. A little later, England's decorative cabinet-makers covered it with gilt leather tooled with Mauresque work, while the French and Flemish, launching out boldly, produced specimens of almost architectural proportions. By degrees, a vast amount of decoration was put into the work, and in late Georgian days the English craftsmen prided themselves—and very justly, too—on their skill and taste.

—Things of Beauty—

The early Italian and Flemish cabinets, though greatly prized by collectors, are somewhat bizarre. Many of the fine types, however, are indeed things of beauty, the bases being carved or inlaid wood, and the whole inlaid with ivory, tortoise shell, and even precious stones. In the mid-seventeenth century, painted doors were in vogue, the subject being

classical, while in some cases they were carved.

—A Good Model—

With the march of time many of the Dutch, French, and ornate Florentine examples which found their way to England have disappeared, some having been broken by vandals for firewood. But the Georgian glass-fronted china cabinets in highly polished mahogany are to be found at many a dealer's. And they afford the American cabinet-makers an excellent model.

Careless Construction

(By E. H. Clark.)

Within the last few weeks, more than any other time in my life, have I been impressed by the fact that there is a great deal of careless building going on in this country. I mean, literally, a careless disregard for some phases of work which are oftentimes too lightly considered. Evidence of this state of affairs was brought out very prominently by the recent storms of wind and rain which have been unusually severe, particularly throughout the Middle West. This strenuous and destructive effort of the elements has proved to be the medium by which many defects in building have been exposed.

No reflection is meant upon the great army of honest workmen engaged in house construction. Not by any means. But here is the thought that should be followed by those who are builders: We build too much to suit present conditions. We should build for future contingencies. What may be demanded of our work, to what test our efforts may be subjected, should at all times govern our endeavors to build "strong and steady."

Of course, it is impossible to so construct a building (I refer to a residence) that it will withstand the destroying cyclones which are becoming more frequent, but we can be more careful in some features of building, which will offer the greatest resistance to wind that is possible.

Particularly would I mention the importance of bracing a house in the right way. Every frame house, where the space between openings will permit, and also between openings and corner studs especially, should be braced by a 1x4 gained into the studding, flush with the outside, using all the angle you can. Put in a brace of this kind everywhere that you have room enough for it to be beneficial. This plan is likewise applicable for top of story, from plate to corner studs. This method was used in the long ago to some extent; but, in wrecking old houses, I find they did not, as a rule, have the necessary length to be efficient. This mode of bracing should always be used to insure a rigid frame, regardless of lining or anything else. Rafters may be stayed in the same manner. I know that this idea is used in some localities, but so many houses are built without this simple and powerful trussing that all builders, contractors, and foremen should insist on its application. The exercise of good, common sense, combined with honesty of purpose, does some mighty good work in this world.

Another thing: In the making of a window frame do you realize that a $3\frac{1}{2}$ or $3\frac{5}{8}$-inch sill is nearly the same as none at all? The lumber companies, as a rule, furnish a sill of that dimension for window frames, both in made-up work and otherwise. This gives, at the most, only about $1\frac{1}{2}$ inches lap for the sub-sill, which is not enough for more reasons than one. Unless kept well painted (neglected generally) water will blow in under sub-sill, not having far to go, and will run down inside of wall, ruining plaster and woodwork, beside rotting out sills very quickly. Where frames have direct sun exposure they open enough for this in a short time. If kept well painted, this would, in a great degree, prevent this condition; but in the face of this neglect you can see where the wide sill comes in. This sill should, by all means, be equally as wide as the sub-sill, running back to plaster side.

There are many little things which apparently are not very important in the

"hurry up" job, but if they are ignored in the construction, the time of test will come when you will wish you had used them. Build for tomorrow and not for today. Put more care and class into your efforts, that you may do a piece of work right.

Many other details of house building should be emphasized, and perhaps at another time I will deal with them.

No doubt we are facing the greatest building season in years. Let us not forget to put everything into work that safe and solid construction requires so that we can conscientiously command the "satisfaction slip" from the man who pays for it, and who justly and reasonably expects it to be that way.

Steel Square and Angles

(By Prof. A. Edward Rhodes.)

Recently some of my carpenter friends were discussing methods of determining the measurements of cuts of roof rafters when the slope was given in degrees instead of inches. Or, as one asked, "If we know a roof has a pitch of 40 degrees, how can we find out in inches, and lay

off with our steel square so that when the rafter is in place it will fit?"

For the benefit of these fellows, I worked out a chart (see illustration) which shows how by laying the 12-inch point (A in the illustration) of the 24 blade on one edge of a rafter, any angle (degrees) and its corresponding measure

in inches, up to 45 degrees, may be found by glancing along the 12-inch blade.

A study of the triangle of the illustration will give you many ways of making use of the numbers and your steel square. This will be a good page to paste in your tool box.

Finding the Radii for Curved Rafters and Other Curves

(By G. L. McMurphy, L. U. 470.)

In the January Carpenter, Brother Stafford of L. U. 141 gives a method of finding the radius for a curved rafter which is all right in its way, but here is another way which does not require so much figuring:

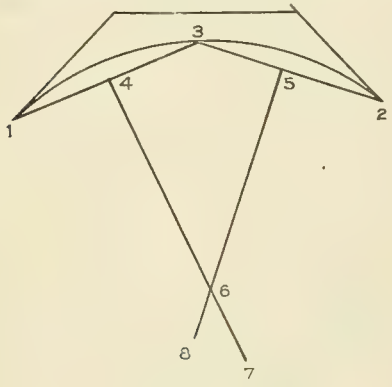


Fig. 1.

Having found the points 1, 2 and 3 as Brother Stafford directs, from the center, 4, of the line 1 3 (Fig. 1), draw the line 4 7, and from the center 5 of the line 3 2 draw the line 5 8, and the point of intersection, 6, of these two lines will be the center of the circle of which the curve 1 2 3 is a part and from which it can be drawn.

If the rafter is long or the curve required is long and somewhat flat, the curve can readily be described without finding or using the radius as follows:

Having determined the three points 1, 3, 2 (Fig. 2) as in Fig. 1, mark them by driving a nail in each. Then procure a couple of battens A and B (pieces of 1x2 or similar stuff), and lay them against the nails as shown, leaving them project well beyond 1 and 2, and far enough past each other at 3 to form a small crotch. Brace them well as shown by C. Then, by placing a pencil in the crotch at 3 and moving the trammel each

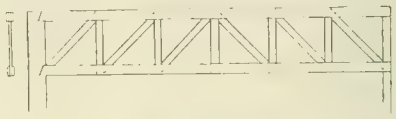
Fig. 2.

way, keeping the legs against the nails at 1 and 2, the pencil will describe the curve. This will be found very convenient for describing large curves, as it will not require so much floor space as where the center of the circle is found and a radius used.

Building a Truss

(By Dwight L. Stoddard.)

We built a brick barn, and back from the barn some distance we were to build a corn crib. At the last moment we were to cover the space thirty feet between with a wagon shed; and, while the lumber was ordered for the roof, no thought yet had been taken by the contractor of how it was going to be supported. So I took some of the 2x10 rafters and made the bottom and top of the truss, while I found enough 2x8 to make the uprights and braces, and, as there was nothing to hold but the roof, I will gamble that it



A PLANK TRUSS.

will stay there. This was spiked together —we used no bolts whatever. I give this as a practical example of quick construction of a good truss; it would not matter how much time or lumber we might have had at hand—we could not have built a better one for the purpose.

I mention this not only hoping it will help many a brother workman out sometime in life when he wants to build a truss, but also hoping it will help many a brother to think out how to use what he may have on hand. Most any mechanic can build anything if he has the

architect's drawing and the material to build it with; but there are times when we have to be our own architects, and at times we have to look around some to see what material there is to use.

This truss was about one-sixth as high as it was long, which makes a very good truss. In my opinion, it could hardly be better portioned; yet, I do not suppose it would make much difference if it had been one-fifth. But it would not be very economical to build it any higher than that, while, if it had only been one-ninth as high as it was long, it would have still been well proportioned.

Now, supposing the distance had been a good deal greater, as well as the load, supposing there was to be a floor on both the top and bottom of it, how would we build it? Stop and think. Make the top and bottom of heavier timbers, also the braces, which should be cut in with a notch so that they could not slip; and, instead of the uprights being made of wood, put in good-sized rods or bolts, tighten up the taps, and you are ready for any strain.

You will note in this truss the braces and posts are run down into the planks and nailed in, that way forming a tenon, so to speak, and holding the top and bottom together.

If you want to build a truss of more strength than the one I mention, building with heavier timbers, make your timbers heavier yet and cross brace. Not only have your timbers notched so as to hold the braces from slipping, but have the braces come so they will go against the rod also. Now, I have tried to just mention enough about trusses to make one think when he is about to build one. And when one gets to thinking there is not much danger but that he will figure it cut all right. But you let any one build a truss—I care not if he has the best architects drawing to work from and the very best material at hand—if he builds a truss to hold an unusual heavy load, if he tries to build it without thought, and goes along with it in a careless manner, and does not make good square cuts so that the truss will take the strain right, right there is where he is liable to get into trouble.

A good truss must not only have a good plan and good material—of most importance of all is good workmanship. If it does not have good construction, it will not stand the strain and will surely go to destruction. "What is worth doing at all is worth doing well," especially in building trusses.

The Saw and its Shadows

(By Owen B. Maginnis.)

Has any reader of this magazine ever observed what can be done with an ordinary handsaw without the aid of any other tool whatsoever?

Apart from cross-cutting or ripping, the saw possesses a geometrical value which is rarely or never utilized.

For instance, let the reader grasp a handsaw by the handle and turn his back

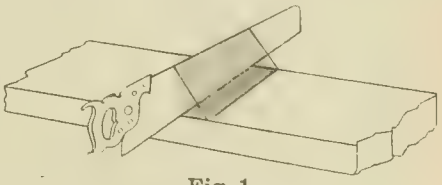


Fig. 1.

to the sunlight, gas light, electric or any light, and let him have it shine over his left shoulder and over the blade, which is held perpendicular. He will observe that the shadow cast is a simple, straight line. This is its first geometrical application.

Fig. 2.

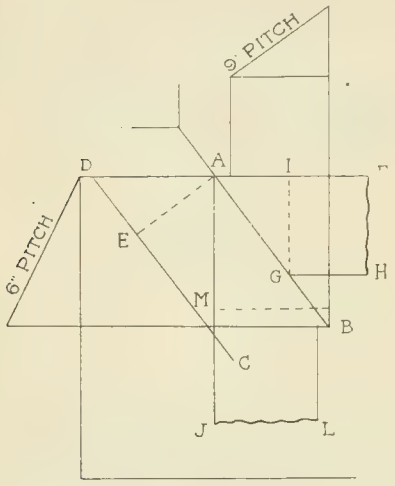
Now let the saw be placed across a board or piece of timber, as in Fig. 1, with the top edge level and the blade canted, so as to throw the shadow over the top edge down on the surface of the board. It will be seen that the reflection gives a "square" line at right angles to the arris.

Now, if the saw be placed on the board so that the shadow will be cast on an angle, it will be seen that any angle from zero to 90 degrees will be reflected, according to the position in which the saw is held. By practice any amateur can easily saw a timber to the desired cut without using a bevel or square.

To Lay Out Side Bevels For Two Pitches

(By James Barry.)

The line AB represents plan and position of valley rafter.



To find side bevel of the valley rafter against outside face of plate lay off on plan exact thickness of rafter parallel with line AB, as shown at CD; then square across from A to E, and distance from E to D is the distance between the two down bevels on that side of rafter.

Mark diagonals AD on under side of rafter which will fit exactly against outside face of plate.

The line A F represents one side of jack rafter, 9 inches pitch. Find exact thickness of rafter and lay off on plan parallel with A F, then square across from G to I, and distance from A to I is the same as two down bevels on jack rafter.

A G will be side bevel against valley for 9-inch pitch.

A J represents one side of jack rafter, and K L the other side of thickness.

Square across from K to M, and distance from M to A is same as between the two down bevels.

Mark diagonal A K and you have side bevel against valley for 6-inch pitch roof.

Gompers Sentenced to Jail

The Court of Appeals of the District of Columbia handed down its decision in the alleged contempt case of President Gompers, Vice-President Mitchell, and Secretary Morrison, of the American Federation of Labor, on May 5. The decision sustains the lower court in finding the Federation officials guilty of contempt of court for alleged violation of the injunction in the Bucks Stove and Range Company case in 1907, but held that the sentence of twelve, nine, and six months' imprisonment imposed by Justice Wright were unreasonably excessive. Instead, Gompers received a sentence of thirty days in the Washington asylum and jail and Mitchell and Morrison were fined $500 each.

Justice Van Orsdel wrote the opinion and Associate Justice Robb concurred, while Chief Justice Shepard dissented and submitted an opinion that the judgment should be reversed. An appeal will be taken to the Supreme Court.

In all fairness, it must be said that the Buck Stove and Range Co., through whom these contempt proceedings were first started, is no longer connected with this prosecution and has now squared itself with organized labor. Its goods are now made under proper conditions.

You cannot dispose of a great man by traducing him; you cannot get rid of a great question by ignoring it; you cannot thwart a great cause by misrepresenting it. The man, the question, the cause, persistently recur, and will not down.—Dr. W. C. Abbott.

Für Unsere Deutschen Leser

Verhandlungen der ersten vierteljährlichen Sitzung, 1913, G. E. B.

(Fortsetzung von letzter Nummer.)

Newport, R. J. — Appell der L. U. 176 über die Entscheidung des G. Sch. in dem Todesfalle Dan Tobin. Die Entscheidung des G. Sch. wurde aufrecht erhalten und somit der Fall erledigt.

St. Louis, Mo. — Appell der Emma Burgust über die Entscheidung der G. Sch. in dem Todesfalle Heinrich A. Burgust, Mitglied der L. U. Nr. 795. Entscheidung des G. Sch. wurde aufrecht erhalten.

Pittsburg, Pa. — Appell der L. U. Nr. 142 über die Entscheidung des G. P. in einem Streite zwischen der L. U. Nr. 142 und L. U. Nr. 1186 bezüglich der Aufnahme eines suspendierten Mitgliedes. Der Board erhielt die Entscheidung des G. P.; da die L. U. Nr. 142 kein recht hatte ein ex-Mitglied der L. U. Nr. 1186 ohne die Bestätigung dieser Union aufzunehmen wie per Sektion 61, General-Konstitution.

Pittsburg, Pa. — Appell des Alden J. Elias über die Entscheidung des G. P. in dem Falle desselben vs. des Pittsburg D. C. Entscheidung bestätigt.

Cincinnati, Ohio. — Appell des Georg Tritschler über die Entscheidung des G. P. in dem Falle desselben vs. Cincinnati D. C. Entscheidung bestätigt.

Akron, Ohio. — Appell der L. U. Nr. 84 wegen einer Bewilligung für Stiftungszwecke. Der G. P. wurde beauftragt zu untersuchen und in der April-Sitzung zu berichten.

Der G. S. zeigte alle Papiere bezüglich der Resolution Nr. 52, in der Washington Konvention von der Mississippi Valley Konference Board und Andern vorgeschlagen, worin dieselben besagen, daß von den $2,000.00, welche in der Des Moines Konvention für Stiftungszwecke bewilligt, wurden sie 520 neue Mitglieder und eine neue L. U. bezweckten. Diese Resolution wurde mit den folgenden Noten an den G. E. B. gewiesen; wenn diese Berichte wahr sind, daß die G. B. und G. E. B. $1,000.00 bewilligen. Der Board fand, daß am 1. Mai 1911, als die $2,000.00 in der Des Moines Konvention in diesen Distrikt bewilligt wurden, 2,622 Mitglieder in diesem Distrikte waren. Am 1. Mai 1912 zeigten die Bücher, daß ein Verlust von 30 Mitgliedern zu verzeichnen war. In Bezug auf höhere Löhne und weniger Stunden fand der Board, daß in allen Fällen außer zwei dieser Wechsel vor der Bewilligung statt fand. L. U. Nr. 1525 Princeton, Ill., erhielt eine Lohnerhöhung im April 1912 und L. U. Nr. 1220 Iowa City, Iowa, im Mai 1912. Der G. E. B. machte keine weitere Bewilligung und wurde der G. P. beauftragt zu untersuchen ob es ratsam ist weiteres Geld in diesem Distrikte anzuwenden.

Donnerstag, 6. Februar 1913.

Alle Mitglieder anwesend.

Bericht des früheren G. P. Huber seiner Untersuchung in der suspendierung der früheren L. U. Nr. 1787 aus dem D. C. Newark, N. J., wurde den Akten einverleibt.

Bericht des Bruder D. A. Post in Bezug auf einer Sitzung mit den Grubenarbeitern über die Frage der Jurisdiktion, wurde vorläufig fallen gelassen bis ein Komitee des G. E. B. mit einem Komitee der Grubenarbeiter zusammen trifft.

Der G. P. wurde beauftragt einen Kondolanz-Telegramm an Bruder G. W. Griffiths, Utica, N. Y., über den Verlust seiner Frau zu senden.

Newport, R. J. — Appell der L. U. Nr. 1245 über die Entscheidung des G. Sch in dem Sterbefalle Michael Amoruso. Die Entscheidung wurde bestätigt.

Dallas, Ter. — Appell des R. M. Means, Mitglied der L. U. Nr. 198 über die Entscheidung des G. P. in Bezug auf sein Recht ein Amt in der L. U. zu führen. Der Board verwarf die Entscheidung des G. P. auf Grund der Konstitution, weil Bruder Means im Januar 1909 aufgenommen wurde (Sektion 123) und daher zu allen Rechten außer finanzielle Unterstützung berechtigt ist.

Houston, Ter. - Appell des R. E Ewing über die Entscheidung des G. P. in dem Falle desselben vs L. U. Nr. 201 Wichita, Kans. Die Entscheidung des G. P wurde bestätigt.

Lynn, Mass Appell des G. E Paige über die Entscheidung des G P in dem Falle desselben vs North Shore D. C Der Board bestätigt die Entscheidung

Washington, D. C. - Appell des Andrew R. Smith über die Entscheidung des G. P in dem Falle desselben vs L. U. Nr 132 Die Entscheidung wurde bestätigt.

Die Nachmittag Sitzung des Board war in Bezug auf die Jurisdiktion mit dem Komitee der United Mine Workers. Der G. S. reichte eine Vorlage ein welche in

Wilkes-Barre, Pa., im December 1912 gemacht wurde. Dieselbe war wie folgt:

Wilkes-Barre, Pa., 3. Dezember 1912.

Diese Vereinbarung wurde gezeichnet am 3. Dezember 1912 zwischen den folgenden Delegaten der U. M. W. of A. und der U. B. of C. and J. of A., und soll der Ratifizierung der G. O. dieser Unionen untertan sein:

Erstens. Alle Bauleute und sogenannte „handy-men" in den Gruben angestellt, müssen Mitglieder der U. M. W. of A. sein.

Zweitens. Daß alle Bauleute oder Handlanger, welche an den Brechern arbeiten, der U. M. W. of A. angehören sollen.

Drittens. Daß alle Bauleute, welche Brechhäuser bauen oder reparieren, der U. M. W. of A. angehören sollen.

Damit dieser Kontrakt in Erfüllung geht, verpflichtet sich der U. M. W. of A. die Transfer-Karte eines Mitgliedes der Karpanter-Union in der Anthrazite-Region an stelle der Eintrittsgelder anzunehmen.

Es wurde beschlossen, daß Friede und Eintracht zwischen diesen beiden Vereinen herrschen soll, und daß alle früheren Beschließungen zwischen diesen beiden Organisationen in Kraft bleiben sollen.

Komitee welches den U. B. of C. and J. of A. vertrat:

Konrad J. Maier,
Delegat L. U. 129 Hazleton, Pa.

Wm. H. Deitrick,
Delegat L. A., D C., U. B. of C. and J. of A.

M. E. Sanders,
Delegat M. B., D. S., U. B. of C and J. of A.

D. A. Post,
Mitglied des General-Exekutiv-Board.

Komitee des U. M. W. of A.:

Wm. Green.
Thos. Kennedy, Präsident 7. Distrikt.
John M. Mack, Sekretär 1. Distrikt.
Andrew Motty.
M. Hartneady.
John Fahey, Präsident 9. Distrikt.

Der G. P. berichtete dem Board, daß das folgende Komitee der U. M. W. of A. auf ein gleiches Komitee unseres G. E. B. warte. Vorsitzer Post ernannte folgendes Komitee: G. P. Kirby, G. S. Duffy, G. Sch. Neale, Vorsitzer des G. E. B. Post, und Sekretär des G. E. B. Querin.

Das Komitee der U. M. W. of A. bestand aus Brüdern Perry, Farrington, Nash, Fallon und Ferry. Nach einer Sitzung, welche etliche Stunden dauerte, wurde beschlossen, daß jede Exekutiv-Board eine schriftliche Uebersetzung des Wilkes-Barre Kontrakts an den Präsident dieser Organisationen am nächsten Morgen um 10 Uhr senden soll. Der G. E. B. beauftragte den G. S. den folgenden Brief zu senden:

Indianapolis, 7. February 1913.

Herr Edwin Perry, Sekretär, U. M. W. of A., State Life Bldg., City!

Geehrter Herr und Brüder — Unser G. E. B. gelangte zu den folgenden Beschlüssen, in Bezug auf den Wilkes-Barre, Pa., Kontrakt:

Sektion 1. Daß alle Bauleute oder Handlanger, welche in dem Schaft oder in der Mine selbst angestellt sind, ob sie reparieren oder bauen, der U. M. of A. angehören müssen.

Der Ausdruck dieser Sektion ist, daß alle Personen, welche irgendwelche Arbeit in dem Schaft, Mine oder Ausgang der Grube versorgen, reparieren oder bauen, in irgend einer Weise, Mitglieder der U. M. W. of A. sein müssen, daß aber alle Leute, welche Zimmermannsgeschirr gebrauchen, oder Holzarbeit-Maschinen versorgen in der Kompanie-Fabrik, oder Ställe, Scheunen, Häuser, Wohnungen, Brecher, Wäscher u. s. w. bauen oder reparieren, Mitglieder der A. B. of C. and J. of A. sein sollen.

Sekt. 2. Daß alle Bauleute oder Handlanger, welche temporäre Reparierungen an Wagen oder Brecher machen, Mitglieder der U. M. W. of A. sein sollen. Unter dem Worte „temporär" wird verstanden, Arbeit welche nicht länger als 3 Tage dauert.

Sekt. 3. Daß alle Zimmerleute, welche Brecher, Häuser oder andere Gebäude bauen oder reparieren, Mitglieder der A. B. of C. and J. of A. sein sollen.

Der Ausdruck dieser Sektion ist, daß alle Bauleute, welche Bauarbeiten irgendwelcher Art an Ställen, Scheunen, Häuser, Wohnungen, Brecher, Wascher u. s. w. verrichten, Mitglieder der A. B. of C. and J. of A. sein müssen.

Brüderlich Ihr,
Frank Duffy, General-Sekretär.

Bis zur Zeit der Vertagung war der Brief der U. M. of A. noch nicht angelangt.

Freitag, 7. Februar 1913.

Alle Mitglieder anwesend.

Milwaukee, Wis. — Appell des Adolph Hinkforth et al., über die Entscheidung des G. P. in dem Falle desselben vs. L. U. Nr. 161 Kenosha, Wis. Die Entscheidung des G. P. wurde verworfen und die L. U. Nr. 161 wurde benachrichtet, daß sie die Strafen zurückbezahle, auf Grund, daß nach der Appellant einen Ausschub seines Falles gefragt hatte, nichts in den Akten zeigt, daß er von dem Datum des Aufschubes zu wissen bekam.

Providence, R. J. — Appell des Hjalmar R. Anderson über die Entscheidung des G. P. in dem Falle desselben vs. des D. C. von Providence. Die Entscheidung wurde bestätigt.

New York City, — Appell des Jas. Dowling über die Entscheidung des G. P.

in dem Falle desselben vs. L. U. Nr. 34. Entscheidung wurde bestätigt.

Camden, N. J. — Appell des Chas. Van Leer über die Entscheidung des G. P. in dem Falle desselben vs. L. U. Nr. 1532. Der Board verwarf die Entscheidung auf Grund, daß Brüder Reeves, McQuay und Jourdan die Steuern bezahlen müssen zu welche sie der D. C. verpflichtet hatte, da sie kein Protest dagegen eingereicht hatten vor die 30 Tagezeit ausgelaufen waren. (Siehe Sektion 158, General-Konstitution.)

New York City. — Appell der L. U. Nr. 1747 über die Entscheidung des G. P. in dem Falle Hamilton Crrie vs. L. U. Nr. 1747. Entscheidung wurde bestätigt.

Die Washington Konvention unterbreitete einen Vorschlag zur Referendum-Abstimmung, daß der Erste General-Vize-Präsident ein permanentes Hauptquartier in Indianapolis erhalte, zum hantieren der Nebengesetze, Gewerksregeln u. s. w., verfehlte aber ein Salär zu bestimmen. Der G. E. bestimmt hiermit, daß das Salär des Ersten General-Vize-Präsident $1,600.00 das Jahr sein soll. Der G. P., G. S. und G. Sch. anwesend.

Samstag, 6. Februarh 1913.

Alle Mitglieder anwesend.

Niagara Falls, N. Y. — Appell des J. H. Kew über die Entscheidungen des G. P. und G. E. B. in dem Falle desselben vs. Niagara Co. D. C. Beide Entscheidungen wurde bestätigt.

Anfragen des D. C. Augusta, Ga., und der L. U. Nr. 701 Fresno, Cal., für Bewilligungen für Stiftungszwecke wurden verneint.

Chicago, Ill. — Appell der L. U. Nr. 141 über die Entscheidung des G. P., welcher ein Nebengesetz des Chicago D. C. in Bezug auf Untersuchungs-Boards nicht befürwortete. Entscheidung bestätigt.

Birmingham, Ala. — Anfrage des D. C. um Sanktion in einer Gewerksforderung wurde nicht gewährt, weil nicht genug Interesse in der Sache gezeigt wird.

Jackson, Tenn. — Appell des D. C. über die Entscheidung des G. P. in Bezug auf Eintrittsgelder in jenen Distrikte. Entscheidung bestätigt.

Folgender Brief traf in Antwort auf den unsrigen in Bezug auf die Wilkes-Barre Sache, von den U. M. W. of A. ein:

Herrn Frank Duffy,, G. S., U. B. of C. and J. of A., Indianapolis, Ind.:

Ihr Brief in Bezug auf die Wilkes Barre Vereinbarung zwischen erhalt unser International-Exekutiv, und der folgende Entschluß wurde gefaßt:

„Daß der Präsident beauftragt werde den Delegaten der Karpenters Organisation zu benachrichten, daß die U. M. W. of A. die Uebersetzung des Verständnisses nicht annehmen, und wenn es nicht zu einem Verständnisse kommt, wird die U. M. W. of A. die Jurisdiktion in Kraft setzen welche ihnen von der A. F. of L. gegeben ist."

Ich möchte sagen wenn Ihr weitere Unterhandlungen wünscht werden wir ein Komitee stellen welches mit einem gleichen Komitee Eurer Organisation zusammentreffen kann. Wenn diese Sache nicht vor dem 1 März erledigt wird, so werden wir die obengenannten Maßregeln in Kraft setzen.

Ihr versteht es völlig, daß die U. M. W. of A. die Jurisdiktion in und um den Minen hat. Wir haben immer an Euch nachgegeben, wenn aber einmal die Grube im Gang ist so wird die U. M. W. of A. die volle Jurisdiktion in und um den Gruben ausüben. John P. White, Präsident.

General-Sekretär Duffy erwiederte folgendes:

Geehrter Herr und Bruder: — Ihr Brief wurde dem G. E. B., jetzt in Sitzung, vorgelegt. Ich bin beauftragt worden Euch zu benachrichten, daß wir ein Sub-Komitee von vier ernannt haben, welches mit einem gleichen Komitee von Euch am Montag Morgen um 10 Uhr, oder zu irgend einer Stunde, um diese Sache zu beraten; das ist die Zeitweilige Uebereinstimmung welche im Dezember 1912 von Delegaten beider Organisationen gemacht wurden.

Frank Duffy, General-Sekretär.

Es wurde beschlossen, daß die Versammlung in dem Englisch Hotel um 8 Uhr Abends stattfinde. Unser Komitee erschien, aber einer der U. M. W. of A. erschien nicht und es wurde beschlossen am Montag um 10 Uhr Morgens zu versammeln.

Montag, 10. Februar 1913.

Alle anwesend.

Anfragen um Sanktion und finanzieller Unterstützung in einer Gewerksforderung von der L. U. Nr. 1678 Peckville, Pa., L. U. Nr. 1014 Warren, Pa., L. U. Nr 921 Portsmouth, N. H., L. U. Nr. 742 Decatur, Ill., L. U. Nr. 660 Springfield, Ohio, L. U. Nr. 361 Duluth, Minn., L. U. 130 Teague, Ter., L. U. Nr. 16 Springfield, Ill. „(außen arbeitende Leute), L. U. Nr. 14 San Antonia, Ter., Newport, R. I., D. C. Sanktion wurde in alle Fällen gegeben, ausgenommen L. U. Nr 361 Duluth, Minn., L. U. Nr. 16 Springfield, Ill. (Maschinen Arbeiter), und L. U. Nr 14 San Antonio, Ter., wo nicht genug Interesse gezeigt wurde Finanzielle Unterstützung wird später erwägt werden je nach dem Berichte in den G. C. einlaufen.

Mitteilung der L. U. 772 Clinton, Iowa, L. U. 1069 Muscatine, Iowa, und 360 Galesburg, Ill., in Bezug auf Resolution 72 der Washington Konvention. Da dieser Brief nichts neues enthielt, wurde dieses den Akten einverleibt. (Siehe Akten des Board am 5. Februar.)

Appell des Thos. Gilmore et al über die

Entscheidung des G. Sch., welche die Kosten für Arbeit in der Zählung der Stimmen für die Wahl für die Delegaten zur A. F. of L. Konvention nicht bezahlen will. Entscheidung beibehalten.

Appell der L. U. 1746 Bradentown, Fla., über die Entscheidung des „Tabulating Committee." Diese L. U. weigerte sich die Stimmen in der Wahl der G. B. zu zählen. Der Board fand, daß die L. U. nicht das „Australian Ballot System" gebrauchte, wie es die Konstitution verlangt, sondern mit Händezeichen. Entscheidung bestätigt.

Appell der L. U. 110 St. Joseph, Mo., um finanzielle Unterstützung. Der G. P. wurde beauftragt, die Verhältnisse sofort zu untersuchen.

Chicago, Ill. — Appell des D. C. in Bezug auf Einhaltsbefehlklagen. Dieses wurde an den G. P. und das Mitglied des G. E. B. des 3. Distrikts gewiesen. Der G. S. wurde beauftragt, den Chicago D. C. und alle andere D. C.'s. und L. U.'en zu benachrichtigen, daß ehe Anwälte angestellt werden, Sanktion des G. E. B. erst erhalten werden müsse, wenn sie finanzielle Hilfe erhalten wollen.

Nachrichht der L. U.'en 1546 Baltimore, Md., 1008 Brooklyn, N. Y., 1157 Passaic, N. J., in Form einer Resolution in Bezug einer suspendierten Lokal in Newark. Da der G. E. B. diesen Fall erledigt hat, wurden die Papiere den Akten einverleibt.

Anfrage um Sanktion und finanzielle Unterstützung in einer Gewerksforderung der L. U.'en 1835 Waterloo, Iowa, L. U. 1773 White River Junction, Vt., 1477 Middletown, Ohio, 437 Portsmouth, Ohio, Kennebec Valley, Me., D. C., Columbia, S. C., D. C., Berkshire Co., Mass., D. C., L. U. 897 Norristown, Pa., L. U. 782 Fond-du-Lac, Wis., L. U. 4225 El Paso, Tex. Sanktion in allen Fällen gegeben, außer L. U. 897, L. U. 782 und L. U. 425, wo nicht genug Interesse gezeigt wurde, und L. U. 1477 da die Papiere nicht recht ausgefüllt waren. Finanzielle Unterstützung wurde noch nicht verliehen bis weitere Berichte einlaufen.

Dienstag, 11. Februar 1913.

Alle anwesend.

Das Komitee der U. M. W. of A. brachte folgendes anstatt Sektion 2 in der Wilkes-Barre Angelegenheit:

Daß alle Zimmerleute oder Handlanger, welche in der Gruben-Fabrik angestellt sind Wagen reparieren oder reperaturen um der Grube über einen Monat versorgen, Mitglieder der U. M. W. of A. werden sollen.

Das Komitee der U. B. of C. and J. of A. reichte folgende Vorlage ein:

1. Daß alle Bauleute oder Handlanger, welche in dem Schaft oder Mine in irgendwelcher Bauarbeit beschäftigt sind, Mitglieder der U. M. W. of A. werden sollen.

2. Daß alle Zimmerleute, welche Gebäude bauen oder reparieren, Mitglieder der U. B. of C. and J. of A. sein sollen.

3. Daß Zimmerleute, welche Teil der Zeit in der Mine und Teil der Zeit aus der Mine angestellt sind, zu den U. M. W. of A. gehören wenn in der Mine, und zu der U. B. of C. and J. of A. wenn aus derselben angestellt sind. Eine aufbezahlte Vereinskarte anstatt Eintrittsgelder zu irgender Union dienen soll.

4. Keine Streiks sollen von den Carpenters (Glieder des U. B. of C. and J. of A.) geführt werden ohne die Erlaubnis der U. M. W. of A.

5. Wenn die Grubenarbeiter streiken müssen die U. B. of C. and J. of A. dasselbe thun.

6. Daß alle Handlanger, welche reperaturen um der Mine versorgen, Mitglieder des U. M. W. of A. sein sollen.

Da kein Entschluß gefaßt wurde, wurde der Vorschlag der Grubenarbeiter nicht angenommen.

Der Board beauftragte den G. S., daß er sich in Verbindung mit dem A. F. of L. und Building Trades Department setze und diese beauftragen, daß sie alle Central-Unionen und Building Trades Council das Recht die Amalgamated Carpenters zu enttrohnen.

Da keine weiteren Geschäfte an Hand waren, wurdie die Akten verlesen und der Board vertagte sich bis zum 7. April 1913.

T. M. Querin,
Sekretär des G. E. B.

Attest: Frank Duffy, G. S.

Im Jahre 1794 erschien in „Germanien" anonym die Schrift eines Adeligen: „Freymüthige Gedanken über die allerwichtigsten Angelegenheiten Deutschlands." Wir hatten Ursache, diese jüngst zur Hand zu nehmen. Blätternd stießen wir auf den Ausspruch: „Palliativmittel, zu denen schlechte politische Aerzte, wie die schlechten physischen, so gerne rathen, helfen nicht."

Ein alter Erfahrungssatz, der seinen Beweis vor allem auch in den krampfhaften Versuchen der späteren römischen Kaiserzeit findet, durch Gesetzgebung die Sitten zu verbessern und die wirthschaftliche Lage der ländlichen Bevölkerung zu heben. Sieht man, wie durch Palliativmitteln die großen Schäden der Gesellschaft geheilt werden sollen, so könnte man sich zu dem Glauben versucht fühlen, daß die Menschheit aus der Geschichte nichts lerne. Nun verwerfen wir die Anwendung der Palliativmittel — als solche sehen wir Arbeiterschutzgesetze, die Sittengesetzgebung u. s. w. an — keineswegs. Sie sind notwendig und nützlich. Nur darf man nicht von ihnen erwarten, daß sie das zu bekämpfende Uebel an der Wurzel treffen.

Getadelt werden muß des weiteren, daß

(Fortsetzung auf Seite 64.)

Departement Francais

Dernieres Nouvelles Ouvrieres

Lawrence, Mass.—Tous les 540 charpentiers, qui ont déclaré la grève à leurs patrons pour une augmentation de salaire, soit 47½ cents par l'heure, sont retournés à leur travail. Tous les entrepreneurs ont signé le nouvel engagement envers les ouvriers.

Valleyfield, Que., Can.—Il y a eu une magnifique assemblée de charpentiers et de menuisiers, à Valleyfield, le 6 mai, sous la présidence du Confrère Legros. MM. Arthur Martel et N. Arcand ont pris la parole et ont été très applaudis. Après les discours, il y eut rafraîshissements, déclamations, et chants.

Québec, Que., Can.—Le Confrère Alphonse Renaud a été nommé agent d'affaires de L. U. 730 de cette ville. Le nouvel officier aura son bureau à la salle Saint Joseph, et les assemblées de l'union se tiendront, à l'avenir, dans la salle Saint Joseph.

Montréal, Que., Can.—Le Confrère Arthur Martel, membre du comité général exécutif, est revenu de Cleveland, où il a assisté à la conference entre les comités de la Fraternité Unie et de la Société Amalgamée des Charpentiers menuisiers, pour discuter les termes d'un accord, entré ces deux associations.

Edmonton, Alta., Can.—Mars a été un mois plus tranquille qu'on ne s'y attendait et la situation ouvrière n'a pas été aussi bonne que dans la même période d'il y a un an. Cela a été dû en grande partie au temps froid et orageux continu. Les travaux de plein air de tout sorte ont été arrêtés on serieusement interrompus. Il y a eu peu de demande de main d'oeuvre et bon nombre d'hommose ont été sans onvrage. La température printanière va sans doute améliorer la situation, mais les immigrants qui arrivent chaque jour vont causer une offre plus considérable que celle dont on aura besoin, du moins pendant les mois de printempts. La perspective pour le commencement de nouveaux travaux ne semble pas aussi belle que l'année dernière.

Loi de Compensation aux Ouvriers

Un amendement important a été fait à la Loi de compensation aux ouvriers de la Saskatchewan par l'addition de la section qui oblige tout patron, dans le cas où un ouvrier à son emploi a été rendu incapable de travailler par un accident, de rapporter cet accident au secretaire du Bureau de Travail, ainsi que tous les détails de ses blessures, tel que prévu par la formule suivante:

—Partie I—

1. Patron, place, et temps:

(a) Nom du patron; (b) address du bureau, rue et nombre, ville ou village; (c) Nature de l'entreprise; (d) Location de l'établissement ou du chantier où l'accident est arrivé, si ce n'est pas à l'adresse du bureau; (e) date à laquelle l'accident est arrivé; (f) jour de la semaine; (g) heure du jour.

2. La personne blessée:

(a) Nom, adresse; (b) sexe; (c) âge; (d) elle parle l'anglais, sinon quelle langue; (e) occupation quand elle a été blessée; (f) longuer d'experience; (g) travaillant aux pièces on à temps fixe; (h) salaire, ou moyenne du gain par jour; (i) jours de travail par semaine.

3. Cause:

(a) Nom de la machine, de l'outil ou de l'appareil par lequel l'accident est arrivé; (b) décrire en détail comment l'accident est arrivé.

4. Nature et gravité de la blessure:

(a) Indiquer exactement quelle partie de la personne a été blessée et la nature de la blessure; (b) la personne blessée est-elle retournée à l'ouvrage? Dans ce

cas, à quelle date? (c) La personne blessée est-elle encore incapable de travailler? (d) Le médecin qui l'a soignée ou l'hôpital où elle a été envoyée; date du rapport fait par eux.

La Loi de protection des métiers du bâtiment est aussi amendée de façon à proteger les ouvriers travaillant à des excavations à une profondeur de quatre pieds ou plus.

Prevenir L'Empoisonnement par le Plomb est une Partie du Programme pour 1913 de l'Association Americaine pour la Legislation du Travail.

Satisfaite du succès obtenu dans les efforts faits pour que le Congrès passe une loi sur la fabrication des allumettes empoisonnées, l'Association Américaine de la Législation du Travail, par l'organe de sa Revue trimestrielle parue aujourd'hui, propose comme part de son programme législatif pour 1913 l'empêchement d'empoisonnement par le plomb dans notre pays. La Revue montre que le remède pour empêcher l'empoisonnement par le plomb est aussi simple que les maux qu'il combattra sont complexes et qu'il n'y a aucune nécessité de faire des expériences coûteuses et longues, comme était le cas avec les empoisonnements du phosphore. La properté des ateliers et des ouvriers, l'usage de capotes et de voies d'échappement pour éliminer les fumées et la poussière de plomb fera ici ce qu'ils ont fait en Angleterre, en Europe et ce qu'ils font actuellement dans l'Etat de l'Illinois.

Les résultats d'investigations de fabriques américaines et étrangères comparables entre elles sont mises en colonnes parallèles. Une fabrique allemande de céruse montre deux cas d'empoisonnement par le plomb parmi 150 ouvriers; une fabrique de céruse américaine montre 25 cas parmi 142 ouvriers. Une fabrique de céruse et de plomb rouge anglaise, employant 90 ouvriers, ne montre aucun cas d'empoisonnement durant cinq années consécutives; une fabrique similaire américaine montre 35 hommes empoisonnés par le plomb en six mois parmi une force de 85 ouvriers. Une autre firme anglaise ne montre aucun cas parmi 182 hommes pendant l'année 1911; une fabrique américaine pour la même année fait rapport de 60 cas parmi 170 hommes. Treize cas d'empoisonnement parmi 786 puiseurs en Angleterre comparent avec 13 cas parmi 85 puiseurs américains.

Un jour de repos sur sept—Considérant la plus grande expérience de l'Europe et de tels faits qui sont disponibles ici, on propose une loi accordant un jour de repos sur sept. Les lois ordinaires du repos du Dimanche prouvent ne pas être efficaces dans la défense du travail de sept jours dans telles industries qui doivent être continuées sans interruption chaque jour de la semaine. Un nouvel arrangement d'échange d'ouvriers sous les conditions du travail pendant six jours de la semaine est le remède proposé. Les hommes de science, les médecins, les économistes et les patrons sont d'avis qu'un jour de repos sur sept est essentiel à une vie hygiénique et avantageux sous un point de vue économique et on cite une investigation faite de la part des actionnaires d'un chemin de fer anglais pour démontrer que la règle de 52 jours de repos par an pour les ouvriers des chemins de fer de la Suisse a fait plus que toute autre cause pour réduire les accidents dûs à la faute d'employés de 58 pour cent et pour prévenir 72 pour cent d'injures corporelles.

Statistique des accidents.—Un nombre d'ouvriers un peu moindre que la moitié de la population de Lawrence, Mass., est maintenant tué chaque années dans l'industrie et une population presque de la moitié de la dimension de Greater New York est blessée. Comme un pas vers la supression de "cette honte pour la civilization américaine" on préconise un rapport d'accidents et de décès industriels et l'adoption d'un système uniforme. Huit Etats ont promulgué la loi obligeant de faire rapport des accidents, proposée par l'Association et le but est maintenant d'étendre cette loi aux autres Etats. L'influence des longues heures et la fatigue, le rapport d'expérience dans

leur travail avec les blessures dont sont victimes les ouvriers, la cause mécanique des blessures et leur nature, la durée de l'incapacité de travailler et l'origine exacte des maladies occasionnées par certaines occupations, le tout demande une étude sérieuse et un rapport et une mise en tableau sysnoptique exacts avant que nous puissions empêcher des décès, des blessures et des maladies inutiles pour lesquels l'industrie américaine se distingue actuellement.

Acte Fédéral de Compensation.—Le quatrième point dans le programme législatif de cette année est la révision de l'Acte Fédéral de Compensation pour les Employés. Les inégralités et les omissions de cette loi sont comparées avec les stipulations plus libérales des lois de l'Etat et étrangères et le législateur, le réformateur ont entre les mains le matériel nécessaire pour persuader le pays et le Congrès que le temps est mûr pour une action plus juste à l'égard des employés de l'Etat et leur famille, placés maintenant dans une position très précaire en cas d'accidents ou de décès.

Compensation pour les ouvriers.—L'association prend l'initiative d'une législation et de projets de loi pour les quatre parties de son programme passé en revue ci-haut. Elle offre de coopérer avec les autres et fournit les faits principaux pour obtenir une législation effective sur quatre sujets d'importance. Le premier de ces sujets est l'extension de la compensation par l'Etat et de lois d'assurance pour des blessures recues dans les travaux industriels. Quinze états ont passé des lois de compensation d'un genre ou l'autre et vingt et une commissions s'occupent à faire des investigations ou ont déjà fait rapport. Les stipulations principales des lois des Etats sont mises en tableau, montrant le système adopté, les emplois couverts, la compensation accordée. La limitation habituelle de la moitié des salaires pour 300 semaines seulement en cas de décès et pour 500 semaines seulement et moins en cas d'incapacité complète fournit un contraste frappant avec les lois de l'Allemagne, de la Suisse et de l'Angleterre.

Sûreté et Hygiène Industrielles.—Les peu de faits maintenant disponibles pointent d'une manière indiscutable vers une étendue vraiment accablante de blessures, de maladies et de décès parmi les ouvriers américains. Il est absolument nécessaire que cette perte d'existences humaines parfaitement inutile soit étudiée, non seulement pas les Etats, mais aussi par le Gouvernement National qui devraient considérer d'un manière compréhensive les conditions de sûreté et d'hygiène dans l'industrie américaine.

Protections des Ouvrières. — Une grande quantité de matériel est recueillie et mise en forme de tableau se rapportant à la protection des ouvrières. Comme il est montré graphiquemenet par une carte, seize Etats n'ont pas encore des limites d'heures de travail et dans dix-huit Etats, le limites sont seulement de 60 à 70 heures. Des lois de huit heures de travail ont été soutenues dans les cours de Washington et de la Californie à la fois. Dans le Colorado, un vote par referendum, a établi une journée de huit heures de travail et le Massachusetts a établi des conseils pour stipuler le minimum de salaire à payer. L'association a en vue de coopérer avec d'autres pour obtenir, en connexion avec l'extension de ces lois, de telles réformes dans l'administration que la protection légale donnée aux femmes ne soit pas aussi ilusoire comme en ce moment par suite d'une inexécution fréquente des lois.

Exécution des lois.—Deux cartes colorées et ombrées des Etats-Unis servent à illustrer le fait que des inspecteurs de fabrique incapables sont la règle générale et que dans le pays entier il n'y a que 425 inspecteurs pour prendre soin de 268,491 établissements qui se trouvent dispersés sur une aire de 3,024,507 miles carrés et engageant une moyenne de 6,615,046 ouvriers. Seulement dans l'Illinois, le Massachusetts, New York, New Jersey et Wisconsin les inspecteurs sont nommés sous les règles du service civil, tandis qu'une telle sauvegarde partielle, ni même une education antérieure, n'est demandée dans vingt et un Etats. L'As-

(Voir la suite à la page 63.)

Claims Paid

DURING MAY, 1913

No.	Name.	Union.	Am't.
19344	Fred Dierker	5	$200.00
19345	Albert Scrivnor	29	200.00
19346	Mrs. Esther Kramer	58	50.00
19347	Frederick Krein	58	50.00
19348	Geo. F. Barrows	79	200.00
19349	Mrs. Elizabeth Antisdel...	98	50.00
19350	Mrs. Wilhelmina Vallmann	105	50.00
19351	Alex. J. McDonald	112	50.00
19352	J. V. Raese	164	200.00
19353	Mrs. Mary E. Hinebaugh..	171	50.00
19354	Mrs. Marguerite S. Moran..	198	50.00
19355	Mrs. Nora Belle Messer ...	225	25.00
19356	Mrs. Elizabeth See	242	50.00
19357	Mrs. Annie Blanks	292	50.00
19358	Mrs. Anna Kacin	309	50.00
19359	Karl R. Riedel	369	50.00
19360	Mrs. Mary Fritzsche	375	50.00
19361	Emil Wetzel	375	200.00
19362	Patrick McLaughlin (dis).	464	400.00
19363	Mrs. Alice M. Parker	483	50.00
19364	James C. Eck	492	200.00
19365	Joseph R. Roth	492	50.00
19366	Mrs. Bertha Brennen	521	50.00
19367	Orrin C. Googin	892	50.00
19368	F. Joseph Stoesser	955	50.00
19369	Mrs. Lela P. Blalock	1097	50.00
19370	Harry F. Myers	1108	100.00
19371	Mrs. Wilhelmina Bremser.	1366	50.00
19372	Mrs. Annie Lang	1451	50.00
19373	Mrs. Clara Flores Aguirre.	1474	50.00
19374	Eddie Stodola	1649	200.00
19375	Mrs. Barbara Molitor	1922	50.00
19376	Wm. H. Seckman	5	200.00
19377	Robert Mowatt	16	200.00
19378	Ignatz Trott	231	200.00
19379	Hugh Devlin	240	200.00
19380	Isaac Simonson	391	200.00
19381	Gustave L. Johnson	471	200.00
19382	Axel Wann (dis)	1399	300.00
19383	Mrs. Anna J. Reis	5	50.00
19384	Mrs. Minnie Kempf	301	50.00
19385	A. M. Grady	314	200.00
19386	Samuel Dodge	847	50.00
19387	Mrs. Teresa McMahon	1717	50.00
19388	C. O. Holt	28	200.00
19389	Fred Leonhardt	182	100.00
19390	Joseph Lachnicht	355	200.00
19391	Otto M. Siegmund	521	200.00
19392	D. F. Gerken	1148	50.00
19393	John L. Smith	1704	200.00
19394	Henry A. Rutherford	10	200.00
19395	John Boehm	10	200.00
19396	Charles L. DeWitt (dis)...	22	400.00
19397	John C. McKinnon	33	200.00
19398	Ralph Linville	232	100.00
19399	Thos. E. Tourman	526	100.00
19400	P. H. Hartzell	660	50.00
19401	A. M. Scott	993	50.00
19402	Wm. Ingram	1747	200.00
19403	Lewis Richards	1895	200.00
19404	John Hutchinson	52	50.00
19405	Mrs. Delphine Lecompte...	416	50.00
19406	Mrs. Bertha Wade	490	50.00
19407	Ed. DuBois	617	200.00
19408	Henry Reiss	1784	200.00
19409	John Martin	1922	50.00
19410	Mrs. Dena Henricksen	91	50.00
19411	Stephen Budd	493	200.00
19412	Mrs. Myrtle Landeroot....	1325	50.00
19413	A. D. Hough	1471	200.00
19414	W. A. Johnson	1639	200.00
19415	Mrs. Theresa Hutter	1784	25.00
19416	Mrs. Bertha Braun	1784	50.00
19417	Peter Larson	1922	143.05
19418	A. G. Nordstrom	7	200.00
19419	Wm. Bruhn	*105	200.00
19420	Belford F. Davis	121	50.00
19421	John N. Childs (dis)	198	100.00
19422	Henry Leifheit	375	200.00
19423	Thomas Clark	472	200.00
19424	Mrs. Lena F. Warren	177	50.00
19425	Mrs. Marie Thompson	51	50.00
19426	Antone Heindel	59	200.00
19427	Joe Heckinger	103	200.00
19428	David S. Watt	142	200.00
19429	Mrs. Andrea Hilareguay...	178	50.00
19430	Mrs. Mattie Lou Veach....	198	50.00
19431	Frederick Etschell	375	200.00
19432	Mrs. Jennie E. Stockbridge	595	50.00
19433	Alfred G. Kurfess	710	100.00
19434	Geo. H. Van Cleaf	750	50.00
19435	Ole Ested	755	200.00
19436	John Erickson	1014	200.00
19437	Chas. M. Scott	1442	200.00
19438	Anton Hauzlik (dis)	1786	400.00
19439	Michael Minogue	51	200.00
19440	Fred Mason	306	200.00
19441	Homer J. Washbourn	642	200.00
19442	W. D. Raymond	971	50.00
19443	Edward A. Ten Eyck	50	200.00
19444	Christ Frantz (dis.)	55	400.00
19445	Fred Schiemann	132	50.00
19446	George Knudson	247	200.00
19447	John F. Beuttel	262	50.00
19448	Chas. Rollmann	309	200.00
19449	Mrs. B. W. Lindsay	331	50.00
19450	Carl A. Larson	434	200.00
19451	Mrs. Anna Kidwell	734	50.00
19452	Mrs. Katie E. Oehmer	858	50.00
19453	Barnet Cherinsky (dis.)...	954	200.00
19454	Richard G. Lustick	1620	200.00
19455	Peter Hendrickson	68	200.00
19456	Wm. J. Bruce	141	200.00
19457	James L. Hall	223	100.00

No.	Name.	Union.	Am't.
19458	Mrs. Bridget McCabe	261	50.00
19459	Mrs. Rosa C. Harrison	297	50.00
19460	Mrs. Dora McGuire	437	50.00
19461	Perry Davis	592	200.00
19462	Mrs. Grace Mercer	716	50.00
19463	Mrs. May C. Cook	1155	50.00
19464	Mrs. Ida A. Kortan	1365	50.00
19465	Mrs. Minnie Scheurman....	1764	50.00
19466	Robert Hinz	62	50.00
19467	Mrs. Luetta Rockberg	62	50.00
19468	James J. Keyes	109	200.00
19469	Charles Lindell	457	200.00
19470	M. A. Stone	701	200.00
19471	John Cosgrove	884	99.00
19472	Atherton G. Fuller	914	200.00
19473	Everett R. Hess	17	200.00
19474	Mrs Alwilda L. Bricker...	142	50.00
19475	Mrs. Bessie A. Doyle	146	50.00
19476	Joseph W. Johnson.....	357	50.00
19477	H. R. Martin	731	100.00
19478	A. R. Stover	1029	200.00
19479	Frank Nolette	1042	50.00
19480	Wm. Young	1307	200.00
19481	Levi Miers	19	200.00
19482	Frank X. Schirtzinger.....	200	50.00
19483	Mrs. Ida A. Greene	277	50.00
19484	Mrs. Adelia Snyder	278	50.00
19485	John Knox	361	200.00
19486	G L. Jenkins	452	200.00
19487	Mrs. Louisa Flisch	696	50.00
19488	Henry Bohlen	738	200.00
19489	Gottfred Berggren	1747	200.00
19490	Chas. Grimm	5	200.00
19491	Wm. Wade	9	200.00
19492	Samuel T. Miller	15	50.00
19493	Samuel M. Jones	15	50.00
19494	Mrs. Catherine Barkenquast	25	25.00
19495	John J. Rieck	25	200.00
19496	Michael J. Thompson	25	200.00
19497	Mrs. Honnora C. Siehl	72	50.00
19498	Samuel M. Becket	121	50.00
19499	Mrs. Mary Jane Glaze.....	283	50.00
19500	Mrs. Elizabeth Bauer	309	50.00
19501	Jacob Ehrlich	375	191.50
19502	Joseph Mercier	434	50.00
19503	John E. Johnson	457	200.00
19504	Henry Bartels	476	50.00
19505	Mrs. Catherine Erhardt....	476	50.00
19506	Mrs. Sophie S. Averill.....	483	50.00
19507	Mrs. Sabrina Schrader.....	491	50.00
19508	A. Britton	590	50.00
19509	Herman Schmidt	667	200.00
19510	Mrs. Mary Coker	802	50.00
19511	Chas. A. Fowler	927	50.00
19512	George Boch	1024	200.00
19513	Anton Streitenberg (bal.).	1053	133.00
19514	Telesphore Masse	1239	200.00
19515	Andrew Belsky	1922	200.00
19516	James Veitch	50	200.00
19517	Mrs. Emma Werner	169	50.00
19518	Oscar H. Brown	374	200.00
19519	Mrs. Pauline Peterson	473	50.00
19520	Wm. Molkentine	512	50.00
19521	Mrs. Jennie L. Hausser....	1002	50.00
19522	Edward Carroll	8	200.00
19523	Robert D. Barritt	33	50.00
19524	Harry G. Hughes	33	200.00
19525	F. W. Leeds	55	200.00
19526	Ulrich Ruf	58	50.00
19527	Nick Hansen	65	50.00
19528	Mrs. Mary A. Sheehy.....	78	50.00
19529	A. G. Humphrey	79	200.00
19530	Mrs. Catherine H. Williams	80	50.00
19531	Carl Nein (dis)	98	400.00
19532	Mrs. Julie Paulsen	109	50.00
19533	Mrs. Orpha Q. Vincent	134	50.00
19534	A. Bergsilen	181	200.00
19535	Mrs. Lena Hildebrand	181	50.00
19536	Mrs. Myrtle B. McElvery ...	184	50.00
19537	C. F. Stephenson	198	200.00
19538	R. A. Woods	198	200.00
19539	George Paynton	247	200.00
19540	Wm. E. Flanagan	258	200.00
19541	Ernst Lange	309	200.00
19542	E. A. Williams	316	50.00
19543	Mrs. Ruby F. Reynolds ..	473	50.00
19544	Abraham Monk (dis).....	478	400.00
19545	Chas. H. Zimmer	478	200.00
19546	Mrs. Anna Karstens	522	50.00
19547	John Wagner	522	200.00
19548	Mrs. Addie Penick	628	50.00
19549	Wm. A. Fryharger	637	50.00
19550	Oliver W. Whitney	829	50.00
19551	Jobe A. Stiles	1089	200.00
19552	John Bonville	1210	50.00
19553	G. W. Doty (dis).....	1650	400.00
19554	Ludwig Schwenk	1747	200.00
19555	James Jilek	1786	200.00
19556	Mrs. Mary C. Hunter	1922	50.00
19557	Joseph F. Schmitt	106	200.00
19558	M. C. Gage	281	50.00
19559	Martin Janson	692	200.00
19560	Theodore C. Baker	999	164.50
19561	Mrs. Clara Snavely	677	50.00
19562	Johnson B. Gray	885	200.00
19563	George Mitchell	968	200.00
19564	Mrs. Anna J. Burlingame..	26	50.00
19565	Mrs. Ellen Cutting	184	50.00
19566	Mrs. Sarah E. Detrick.....	261	50.00
19567	Aloyzi Szatkowski	309	200.00
19568	Mrs. Caroline Holifelder ..	901	50.00
19569	Mrs. Elodia L. Carignan...	1884	50.00
19570	Edward Cuddeback	453	200.00
19571	Mrs. Veronica C. Harrell..	1763	50.00
19572	Wesley C. Hall	8	200.00
19573	Mrs. Mary I. Leaverton, General Office claim		50.00
19574	Edward Gerwitz (dis).....	9	300.00
19575	Robert Buckan	177	200.00
19576	Mrs. Hannah C. Carblom..	461	50.00
19577	Mrs. Ida Knapp	537	50.00
19578	John Otto	575	200.00
19579	John Katchellek	1053	200.00
19580	L. W. Perry	1897	200.00
	Total		$30,606.05

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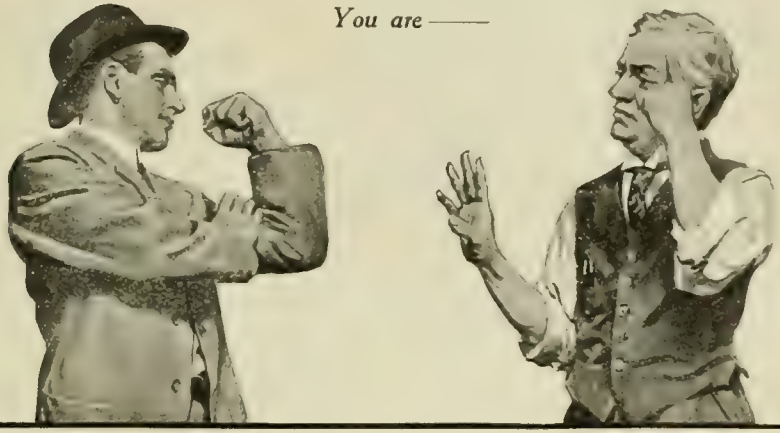

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Prevenir L'Empoisonnement par le Plomb est une Partie du Programme pour 1913 de l'Association Americaine pour la Legislation du Travail.

(Suite de la page 55.)

sociation demande d'urgence que des efforts unis soient faits cette année pour améliorer cette situation et fournit, comme voie de comparaison, les détails des méthodes employées dans plusieurs contrées étrangers pour obtenir un corps d'experts techniques bien instruits pour faire un travail qui ici est laissé en grande partie à des favoris politiques.

Chacune des huit parties de ce programme législatif forme le sujet d'un chapitre dans la dernière publication de l'Association américaine pour la législation Ouvrière. Le tout est un livre législatif complet, illustré et contenant des cartes et des chartes en couleur, des tableaux, et des bibliographies, donnant des informations concrètes à l'usage des legislateurs et de leurs constituants.—Journal des Maçons en Briques, des Maçons, et des Plâtriers.

Les apologistes de la "direction scientifique" pour les fabriques, admettent franchement que ce système est basé sur le "bonus et la tâche." L'inventeur, Frederick W. Taylor, a évidemment copié le système de la tâche sur celui qui est en vigueur dans les prisons d'état et dans les "sweat shops." Dépouillé de ses brillantes généralités, ce n'est là qu'un instrumment pour réduire le coût de la production en sacrifiant la force physique du travailleur au moyen de ce moyen de corruption qui s'appelle "le bonus" cidevant comme sous le nom de "système de partage des bénéfices."

Modern Maud

Maud Muller, on a summer night,
Turned down the only parlor light.
The judge, beside her, whispered things
Of wedding bells and diamond rings.
He spoke of love in burning phrase
And acted foolish forty ways.
When he had gone Maud gave a laugh
And then turned off the dictagraph

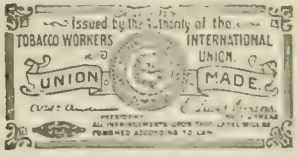
—Milwaukee Sentinel

Piano, Organ and Musical Instrument Workers' Label

The label of the Piano, Organ and Musical Instrument Workers' International Union appears upon ALL Pianos, Organs and Small Musical Instruments, such as Banjos, Guitars, Violins, Mandolins, etc., made under Union conditions. On pianos and organs the label can be found on the left hand side, inside of the instrument, on small musical instruments no particular place has been designated. The label is furnished free to all UNION manufacturers and NO musical instruments are UNION MADE unless they bear the label of our organization.

In having musical instruments tuned or repaired we would request members of organized labor and friends to insist that the tuner or repair man carry a membership card of our organization. Do not patronize non-union piano makers.

Tobacco Workers' International Union



The Tobacco Workers' Blue Label was adopted in 1895 and for the express purpose of giving the consumer a means of distinguishing the union from the non-union brands of tobacco, snuff and cigarettes.

Members of Unions and our many friends are requested to see that the label is attached to all tobacco, snuff and cigarettes they buy. Do not let your dealer persuade you that something else is just as good, when it does not bear the label.

The Blue Label on the package is a guarantee that the goods are made in union shops and under fair conditions. Look for it and take no other. To be right and sure always look, look.

(Fortsetzung von Seite 52.)

man die Erkrankung des sozialen Körpers in eine fast unübersehbare Zahl von Spezialkrankheiten aufgelöst hat. Prof. Ruhland weist darauf hin, daß nach dem Conrad'schen „Handwörterbuch der Staatswissenschaften" 700 bis 900 Heilmittel dem sozialen Körper verschrieben werden. Bei alledem, sagt Ruhland, „giebt es keine einheitlichen Prinzipien, weder zwischen der Anfassung der einzelnen Spezialkrankheiten, noch zwischen den in Vorschlag gebrachten Mitteln zur Abhülfe, trotzdem von allen Seiten zugegeben wird daß der soziale Körper als ein einheitlicher Organismus aufgefaßt werden muß."

Betrachtet man die Dinge von dem dargelegten Standpunkte aus, so wird man die notwendigkeit des Studiums der Sozialwissenschaft und politische Oekonomie begreifen.

Der organisirte Arbeiter in Amerika muß unterrichtet und geschult sein damit er intelligent vorangehe und zur Abschaffung der bestehende Mißstände mithelfe.

Mit Klagen und lauten Geschrei allein wird nichts erreicht.

Be True to Your Friend

Be true to your friend in the hour of his sorrow,
Be the night e'er so dreary, remind him the morrow
Will bring the bright sunshine to gladden the hills,
To give blossoms their beauty, and song birds sweet trills,
Make golden the grain fields, and flowery the mead,
O breathe hope to your friend in the hour of his need.

Be true to your friend in the hour of his trouble,
Let the rays of affection beat down on the bubble,
By the foul breath of envious slanderers blown,
Till it bursts, and from memory its traces have flown,
But let memory ever retain this true creed,
"I believe in my friend in the hour of his need."

Be true to your friend, if he's sad bring him cheer,
Bring the smile to his cheek, from his eye wipe the tear,
Drive the wolf from his threshold, light a fire on his hearth,
Let his table no more know of hunger, or dearth;
O! a full cup of gladness will come from the seed,
That Friendship doth sow when a friend is in need. T. C. WALSH, L. U. 219.
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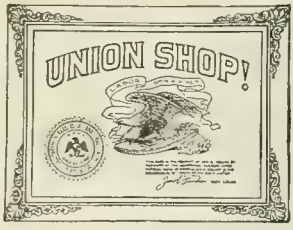

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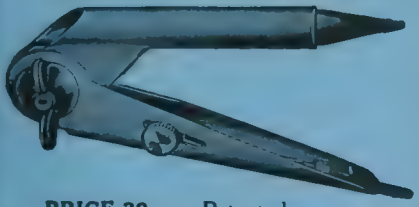

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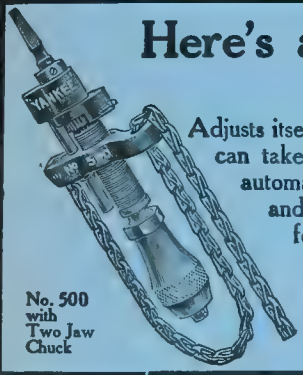

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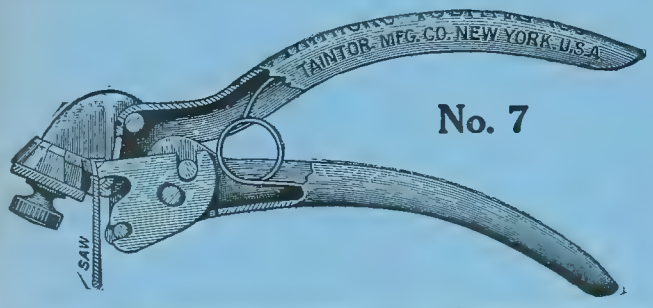

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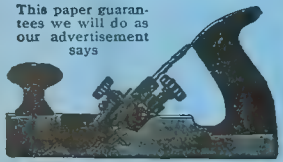

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INDIANAPOLIS, JULY, 1913

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A Competent Critic

By Margaret Scott Hall

Oh! which of us is competent
To pluck away the mote,
That in each worthy neighbor's eye
Is always prone to float?
Who so has cast aside the beam
Affecting his own eyes,
And made his spirit's vision clear
Then he may criticise.

But with a rafter in one's eye,
Or timber of some kind,
That mars all pleasure, blots out light,
And makes us worse that blind,
With only evil in our sight,
But evil we may view,
It hides the good, reveals the bad,
The ugly and untrue.

Yes, as we "pass this way but once,"
The sawdust in our eyes,
Would hide our neighbor's virtues quite,
His fault it magnifies;
But clear the rubbish from our eyes,
Once cleansed from gossip's sin,
Our souls rejoice to bask in love
And let God's sunlight in.

The motes that spoil our neighbor's eyes,
No more our thoughts offend,
For we are doing well if we
To our own faults attend;
We notice now the good men do,
Refuse the bad to see,
And in our own shortcomings learn
For others—Charity.

THE GENERAL OFFICE—HOW MANAGED AND CONDUCTED

(By Frank Duffy, General Secretary.)

WHEN the United Brotherhood of Carpenters and Joiners of America was organized in 1881, and for several years thereafter, one room was large enough for its General Office. In those days the General Secretary-Treasurer attended to all the work of the organization himself; but later, as it grew and spread from city to city, from state to state, and from coast to coast, different arrangements had to be made.

The General Secretary-Treasurer could not then attend to the many wants of the organization, and so he had to engage two rooms for the General Office and hire a clerk as an assistant. As the years went by, it became necessary to move into an up-to-date office building and to secure four rooms for office purposes with additional help.

During the last dozen years the organization grew at a rapid pace. It jumped from a membership of 40,000 to a membership close to a quarter of a million. This increase meant greater responsibilities and liabilities. It meant more work, a heavier daily mail, a larger office force, and a larger office. It meant that business must be transacted in a business manner in an up-to-date fashion.

In order to cope with the growing and numerous demands and wants of our members, Local Unions and District Councils, it became necessary in the year 1902 to place the General President in the General Office to conduct organizing work, pass upon appeals, approve local by-laws, superintend trade-movements, and to generally supervise the entire interests of our organization.

In the same year it was decided to separate the office of General Secretary-Treasurer and to have a General Secretary and a General Treasurer.

At our Milwaukee convention in 1904 it was decided that a roll, or list, of our entire membership be kept at the General Office in the most complete and practical manner under the supervision, control, and direction of the General Secretary. This was the beginning of the present membership card-filing system which has proven so valuable to us and which is of vast benefit to us all. Through this system we can check up the monthly reports as they are received from Local Unions and can easily detect when mistakes or errors are made. When such mistakes or errors are found we immediately write for an explanation, and in this way get corrected reports from our local officers.

According to Section 180 of our General Constitution, the financial secretary of each Local Union is called upon to make a written report monthly to the General Secretary on official blanks furnished for that purpose, under a penalty of a fine amounting to two dollars, and, although that law has been carried out and fines imposed in accordance therewith, that does not relieve the situation. We still find some financial secretaries dilatory in sending their reports to us. It is not the fine that is wanted at the General Office—it is the report, for without the report our statistics are incomplete.

By this system, every Local Union has its own separate compartment, containing a card for each member, giving his name in full, age, date of birth, date of initiation, number of Local Union to which he belongs, city where located, and state. Also giving information whether beneficial or semi-beneficial, when granted clearance card, when and where same was deposited, when three months in arrears and when squared up in full. This system gives each man's standing in the organization, and is a great help to us

in the disposal of claims that would otherwise require investigation and an enormous amount of correspondence before the information required could be obtained.

Owing to the difficulties encountered from time to time in securing suitable offices for general headquarters, we recommended at the Niagara Falls convention, held in 1906, that ground be purchased outright in the city of Indianapolis and that an office building be erected thereon suitable for our needs, wants, and requirements. This recommendation was unanimously carried and later put into effect. We now own and occupy our own office building in Indianapolis, Ind., and we are proud of it.

In order to simplify the work of the office and to have it attended to promptly in a workday of eight hours, we divided it into departments, with a clerk in charge of each department, whose duty it is to see that the work in his department is kept up-to-date. We have a claim department, a membership department, a stenographic department, an income department, an expense department, a shipping department, a stock department and a journal department. When communications are received dealing with several matters or subjects, each department has to answer for itself and each department is held responsible for its own particular work. In this manner, we are able to keep up with the routine business and detailed affairs of our organization.

A copy of every letter issued from the General Office is kept on file so that we know exactly what answer we gave, what instructions and orders we issued, and what requests we made.

At the convention held in Washington, D. C., last year (1912), it was decided that the First General Vice-President be stationed at the General Office in the future and that he be allotted the work of examining, approving or disapproving Local Union, District Council, and State Council by-laws, he to keep a record of all union and non-union shops, mills and factories, the number of men employed in each, the hours worked, the wages paid and other existing conditions, and to have charge of the label and the issuance of same. He also to work under the supervision of the General President and render to the General President such assistance as that official may require. This was submitted to referendum vote of our membership and was carried by a large majority. The First General Vice-President of the organization is now stationed at the General Office, attending to the work prescribed for him in our General Constitution.

Our Home Office in Indianapolis, Ind., is open at all times during working hours to our members, friends, visitors, and well-wishers. We deem it a favor to have them visit us and learn for themselves how the business affairs of one of the largest organizations of skilled men in the world is managed and conducted.

All Alike

Half the world goes without breakfast
In the fear of being late,
Though we live in such a hurry
Still we all procrastinate;
Knowing well the trolley schedule
Oft, we let the car pass by
Then, when it is at the crossing
Run because we cannot fly.

There's a worried, strained expression
On the faces that we meet--
Hither, thither, coming, going,
Up and down the busy street;
Something overlooked, forgotten--
Something lost or left behind,
All the anxious, troubled faces
But reflect their state of mind.

All our home-folks, friends and neighbors
Find their problems just like ours,
And the undue haste and friction
Undermine their vital powers;
Earth gets nearly off her axis
But it matters not at all,
For the hurry is contagious,
And the craze affects us all.

All alike we've sure gone "daffy"
In the fear of being late,
But the whole world's in a hurry
And methinks we find it great
Just to keep up with the fashion
And be crazy with the rest;
Hasten, hurry, beat all records
For the modern pace is best.

MARGARET SCOTT HALL.

INDIFFERENCE

(By W. J. Shields.)

THERE is something lacking with the membership of the trade union organization. While, as a whole, the system has been materially strengthened, and especially from the standpoint of permanency, still there is noticeable everywhere a decline in local interest. The trade unions are not the active factors in the work that they were ten or a dozen years ago. It is perhaps useless to recount the cause for this situation—we would not all agree if we undertook the task, while few, if any, will dispute the conclusions. On reflection, we will all concede that there is just as much need for the trade union as there ever was, and it is noticeable that, in our defense of the general interests, the work is greater than ever before. Trade union protection has been, and is, popular. It has won its way into the hearts and affections of the toilers, because of its efficiency and economy. Its efficiency has been given attention during the past ten years on the lines of strengthening the general organization, readjusting trade conditions, defending our rights to exist, and in these particulars we have been remarkably successful. So much so, in fact, that at the present time we should assume the mastering of new problems that affect our interests—and there are none, it appears to me, of more importance to our future well-being than this question of lax interest on the part of a certain percentage of the membership.

We fear that there are too many of the subordinate locals which are careless in this particular, and which fail to recognize the fact that they are the mainspring in this great machine, that the general officers exist only to serve the subordinate bodies in carrying on the work and executing the law, responsible to their establishment. In other words, the general officers are at best only agents of the subordinate locals, intended mainly to clear their financial transactions and their troubles. Co-operation, mutual assistance, dividing the labor, and the responsibility of each doing his share, together with giving the closest attention to local management, are essential elements in the conception and foundation of the plans of trade union society. The membership that shows the greatest concern in support of these essentials demonstrates the most efficient union. The interest which every member has in reducing to the minimum the cost of carrying his membership was intended to serve as the inducement on the part of each and all to do a part of the work, thus avoiding the great expense which is naturally incidental to the business of trade unions, carried on from the commercial standpoint. No matter how little attention we have given to the work as individuals, all recognize the fact that the great economy which may be effected in furnishing trade union protection must be brought about through the saving in connection with expense of management. It represents a mistaken idea to assume the position that the membership is willing to pay for having the interest looked after. It's getting on the wrong road, and the wrong road never leads to the right place.

The practice of shifting the responsibility of the many on to the few, as is now generally indulged in by the stay-at-home element, if carried to its logical conclusions, will mean positive harm to the entire system. We are not opposed to the paid agents; on the contrary, we believe they are absolutely necessary and represent a good investment. But they have a proper place and plenty of work to do within their legitimate sphere. It is not possible for any agent to do the work that is really required, as well as it can be and should be done provided he had

the full co-operation of the entire membership back of him. It is not a profitable position on the part of the local members to presume that their whole duty consists in simply carrying the card; they should go beyond that and personally help to recruit the ranks. If this personal aid was generally furnished the agent, it would in many ways represent an economy in management. Undoubtedly the main cause of the condition first mentioned is a lack of disposition on the part of the individual member to do their share of the work of maintaining the union. It is notable in this age that a few members do practically all the work. It is but natural that they in time should weary of well doing and feel that they are being imposed upon by the membership generally, which takes little or no interest in what the union is doing and who are more inclined to criticise and complain than to help and encourage. This part of the membership never lack in excuses for their neglect in attendance; it is either too hot or it is too cold, or they are willing to allow the good judgment of the regular attendance to rule until such times as they have the opportunity of investigating, at which time they insist on the right of complaint and change.

It is becoming very apparent that the two classes of members—the regular and the non-attending—do not view matters from the same standpoint, and this is but natural. The attending member being in direct touch with the accomplishments and possibilities of the movement, ever on the alert for better conditions, reaching out continually, his whole disposition representing broadness and progress, well timed and generally successful. While the non-attendant, with a lax interest back of him, is assuming an indifference that leads him to a satisfied state, and when he receives a notice from his union to attend for the purpose of considering matters of importance affecting the general interests, his position is apt to be that of the reactionist; and the non-attending class, when they assume the majority, are apt to impair the organization's usefulness. Viewed from this standpoint, it follows that if the members want the trade union to continue to serve the purpose for which it was established, they must not only assert their rights, but also perform their duties. The officers have their work to do, and they should be and are held to strict accountability in that relation, but it is absolutely out of the question to expect them to do all the work locally that should be done by the local body, and which is necessary to be done by them if the trade unions would fulfill their intended mission.

Undoubtedly the most lamentable characteristic of the times is that of indifference. It pervades all walks of life. It is not only noticeable with the trade union, but in other forms of society as well. Our interests being chiefly centered in the labor membership, and recognizing what this defect represents on questions of concern, and policies inaugurated, we naturally from the facts of delay, and possible sacrifice of opportunity, deplore the defect in a greater sense for this reason. Men will talk and discuss through endless hours, but when the time for action arrives, they will be absent from the scene of operation. On meeting nights their minds divert from their responsibilities, and they fail to apply practically the faith which they have, and, in fact, honestly and sincerely agreed to.

The indifference that is evinced in the discharge of duty, and in obeying the principle of eternal vigilance, that no backward step may be taken, is notoriously absent with certain parts of the membership. If it were otherwise, we should not now be compelled to hear so much about the trusts, monopolies, graft, and the thousand and one phrases of exploitation heard of on every hand. It may be said that individuals are not indifferent to their own welfare this is but natural. But the kind of indifference which I would particularly criticise at this time, and which is existing everywhere, is indifference to the trade union

—the one instrument that the toiling mass depends on to right the wrongs as practiced against them. The individual who thinks only of himself and nothing of his fellows, and seeks to gratify alone his greed, or his ambition, is not a good trade unionist. It is difficult to lay down any hard and fast rules that would apply to the conduct of every individual. All we can say is that we all should be partly selfish and partly altruistic. The proportion each must determine for himself. We can all assume this ground, that as a common family, with interests identical, that we should each devote some of our thoughts and service to the uplifting of our fellows in their struggle for better industrial conditions. In this age of great organization, let us assume the position of being loyal and true to the organization that has for its purpose the elevating of our kind.

THE MISSION OF THE TRADE UNION

(By John E. Potts.)

THE two greatest forces to be considered in this country today are organized capital and organized labor. Organized capital represents the few—Money, Monopoly, and Despotism. Organized labor represents many—Good Homes, Good Citizenship, and Democracy. Up to the present time organized capital has been very successful, simply because the worker was indifferent and took no action in trying to rectify the wrongs. Every day new combinations of money kings are announced. Large fortunes are being piled up by the few who are at the top and the common people pay the bills. The politicians of all parties promise the earth to their constituents, but never make good, and no sensible man today will take much stock in what any politician says. The newspapers (a large number), like the politicians, are for their pockets first, last, and all the time. The judges are prejudiced in favor of the man with property and are part of the political machine that puts them where they are; this cannot be denied when the congressional investigations have unearthed evidence showing that money kings have interviewed presidents and governors to appoint certain men to the bench.

The trusts care nothing for the newspapers or the politicians because they can be silenced either one way or another; but they are commencing to have a different opinion of the labor unions and are somewhat afraid of them—and the reason for this is that the average union man is becoming better educated along social and economic lines. He is taking the ward healers for what they are worth, he is doing his own thinking instead of allowing somebody else to do it for him, and he is voting for the men who are in his opinion qualified and will do all they can to better the conditions of the toiler, irrespective of any party ties.

Labor organizations are the only body of men whom the trusts cannot control. Capital is dependent on labor. Without labor there would be no corporations, no wealth, no luxury. And when labor refuses to work, the flow of wealth stops. The money kings know full well the power we have and they know that as soon as we act unitedly we must be reckoned with, and this is why today some of these money kings are willing to arbitrate the differences between them and their employes. The trusts as a rule have no regard for human life or human happiness, they have very little respect for law or morality, or even for good citizenship. The only god they worship is the almighty dollar, and they are not very particular how they get it, whether it is by robbing the government by selling them inferior goods, or selling to the

public tainted or rotten articles. They respect wealth and power, and they have learned lately that labor has power, and they either want to use our power for their own benefit or stop us from using it ourselves for our own benefit.

It is a well-known fact, and cannot be denied, that in all countries and all ages greed has always produced injustice and oppression. We hear very little of any steps being taken to conserve human life, but we hear a whole lot of conservation of the forests; also vast sums of money being spent to improve the fowl, pigs, cattle, and hundreds of other things. Is it a fact that today a pig or a cow is more valuable to a country than a human life? It must be—or something would be done towards the betterment of humanity. No country can prosper very long that ignores a majority of the people because they are poor.

In 1779 mechanics worked fourteen hours a day and were housed worse than pigs, which at that time roamed the streets of all towns. And a man in New Jersey wrote an article on the conditions existing and he was arrested, and, although the facts that he stated were proven to be true, he was given sixty days in jail. Thus it was considered a crime to speak a word in defense of the wage earner during revolutionary times.

After the War of Independence, wages remained the same. Some of the fathers of the republic were not very desirous of bettering the conditions of the wage workers. In 1784 Governor John Jay of New York claimed that the wages of mechanics and laborers were extravagant, and the average wage was 50 cents per day. President J. Adams declared that the wages he had to pay mechanics was an outrage; it was $150.00 per year. Women and children worked from fourteen to sixteen hours a day with wages averaging $2.00 per week. In 1800 the laboring man worked from 4 a. m. till dark and did not have as many comforts as the horse or dog does today. There is no society for the prevention of cruelty to wage earners. The average wage in this country in 1800 was about $65.00 per year with board, and in some cases lodging.

Now, note the difference since the inception of the trades unions. Wages increased from 50 cents per day to $3.00, $4.00, $5.00, and even higher in some industries. In the factories, from 44 cents per day to $7.00, $9.00, $12.00, and in some instances higher. Hours reduced from fourteen and fifteen down to eight, nine, and ten, and in the building trades to forty-four hours per week. The sanitary conditions in factory, mine, mill, and workshop is another victory for the trades unions. And besides these, there are thousands of betterments secured for the benefit of humanity that we would not have if it had not been for organized labor—as for instance when Alabama repealed the child labor law at the dictation of the cotton manufacturers and put hundreds of little children back into the unhealthy factories, it was organized labor and not the missionary boards that sent organizers into that State to have the law re-enacted. If it was not for the labor organizations, we might be all working ten or more hours per day and receiving the magnificent wage of 50 cents per day. These things cannot be denied; then why do so many men stay outside the ranks of organized labor? Do we want to go back to the days of our grandfather and live the same as the average laborer does in Spain—on rye and garlic? The man who is too submissive to strike when his wages are reduced or his hours increased and will sit down and say, "Thank God it is no worse," is not fit to live in a republic. He should emigrate to some other country where courage and patriotism are unknown.

The best way to prevent strikes is to get every man qualified into the ranks of organized labor, hammer the principles of trades unionism into his head, get a million dollars in the treasury, and elect the most level men as officers of the union. The better the craft is organized and the more money we have in the treasury, the less strikes we will have. Trades unions are not opposed to

any legitimate capitalist. We all know and realize that there are two kinds of capitalists—the first is the legitimate capitalist who pays fair wages, gives good value to the public, makes a fair profit, and has for his motto, "Live and let live." For this kind the trades unionists has nothing but friendship. We don't believe that every employer is an exploiter and a robber. The monopolists are the enemy of all. They scorn the union, pervert the courts, and debauch the legislatures and congresses. In the eyes of some people they are no longer regarded as two-legged human beings, they are reverenced as gods of business, and their whole cry during any labor trouble is, "I want it all; there is nothing to arbitrate." These men are a menace to any nation and are responsible for more murders and crimes than any one else, and if the time should ever come whereby this country will be precipitated into a revolution, these men will be responsible and should be held accountable for it.

The old cry of the unscrupulous employer that when men join a labor union they lose their freedom and their liberty is all nonsense. Trades unions are organized for the purpose of gaining more liberty and freedom for their members. Labor has only one commodity for sale—then why should it be deprived of having a say regarding the price that shall be set upon that article? We are not quite slaves and we claim the same rights in this country as others. No man is free when he has no choice in regulating his hours and wages. If the wage earner don't protect himself, who will—the politician? Will the college professor? Will the court? No, God will help any one who is willing to help himself. Enough praise or credit cannot be given to the pioneers of the labor movement. They were heroes of the highest type; they were willing to sacrifice everything to better humanity. We should and must carry on the true principles of trades unionism so that we may hand down to our successors better conditions than when we started, and as the great poet, John G. Whittier says,

Woe, then, to all who grind
Their brethren of a common Father down,
To all who plunder from the immortal mind
Its bright and glorious crown—Liberty.

THE EVOLUTION OF PRIVATELY SUPPORTED PHILANTHROPY

(By Thomas F. Kearney.)

THE defeat of the three propositions submitted to the referendum from the Washington, D. C., convention of the United Brotherhood, providing for a home for the aged and infirm members of the order, also to build a home for tuberculosis members, and a sanitarium for the care of diseases kindred to the craft, prompts a forward consideration of the causes leading up to the same and suggests the thought that organized labor is undergoing a changing idea of the economic relation of the individual towards the support of privately organized philanthropy.

At first thought it would appear that it was a fine humanitarian impulse that moved our organization to action leading to the creation of comforts of social justice for our members in the declining or disabled years of their industrial life by the establishment for them of a care-free home.

The object of the convention in trying to enact a protective regulation of the industrial disabilities of its membership within the bounds of its own uncertain revenues, while commendable in action, questions the economic merits and stability of the proposition. To bear each others' burdens, while a welcome recognition of the application of the law of mu-

tual helpfulness, does not necessarily mean the assumption of economic risks by a few that ought to be more generally apportioned to society. From this viewpoint, it would be unfair to attribute motives of selfishness to the membership towards their brothers, or lack of mutual aid in not wanting to assume the burdens for the care and maintenance of such homes, and if at all, only in proportion as they thought the cost not equitably distributed.

In many districts it was admittedly understood that our organization, with its present carrying responsibilities, could not afford to embark in fostering an institution on a basis wholly dependent for support upon voluntary sympathy, as against the vicissitudes of industry, with no endowments for safety against periods of adversity.

The cause, then, for the defeat of these social propositions appears to be purely economic, rather than any attempted selfishness of the members to escape the opportunity of caring for the latent needs of our organization and its members. As we note, however, the industrial conditions throughout continental Europe, particularly in Germany and England, and more recently advocated in this country in the last general election, it is a fair indication that the few now burdened are getting tired of carrying the entire social load.

This new thought of the workers is measuring the extent to which individual units of society ought to go toward righting industrial wrongs that emanate from the abuses of political government supposed to be maintained by all society.

Understanding that the aim of the trade union is to obtain independence for the individual without injury to the collective opportunities of his associates, is it not well that he who grinds away his industrial life for the larger benefit of society should, when he has reached the disabled period of his life, and without prejudice, be made the care-free ward of all society whom he has served, rather than the mendicant appellant of his organization—a subsidiary of society—whose members, already burdened heavily with the struggle for immediate existence, hesitate to act in his behalf?

While there is a certain abhorrence to becoming a ward of a public institution, at any period of one's life, still since we recognize by reason of conditions their need for existence, pay taxes for their maintenance and fat salaries for their government, it remains for us to see that they obtain in accordance with the very nearest approach to the most desired private ideals of the home

It is no less honorable to be the ward of all society, which has used you, than it is to be the dependent of an organized portion of it. Call it by whatever name you will, support it by any plan you choose, and in its final analysis it reduces itself to charity. There is no great need for individual duplication of the general work of society unless it is that portions of it possessed of surplus wealth desire to experiment for the ideal.

Look at England, which is now passing through great social economic changes for the common good, providing by general enactment, old age pensions, maternity protection, insurance, land division and other measures of public policy, tending to the independence of the individual by a proper legislative taxation of all the people. From this may be gleaned for the morrow the conditions which will come to us, not with the misdirected process of private duplication, but with right laws for the benefit of all.

We need, then, to continue the work of bringing our organization into a material position of permanency, and diminish our activities in the consideration of problems, which, unless amply provided for, are subject to inaccurate methods of administration, leaving the righting of such wrongs to our government, of which we are a part, in proportion as we show interest and ability to regulate them.

To fall'n humanity our Father said,
That food and bliss should not be found unsought;
That man should labor for his daily bread;
But not that man should toil and sweat for nought
- Corn Law Hymns

THE CARPENTER

ORGANIZED FOR HUMAN WELFARE

(By Margaret Scott Hall.)

O, brothers, are ye asking how
The hills of happiness to find?
Then know they lie behind the vow—
"God helping me, I will be kind."

HELPFULNESS is the keynote of trades union. The union label stands for honest workmanship and a living wage. It represents clean and wholesome conditions. It has been called the trade mark of industrial prosperity.

"Right wrongs no man." Then, organized labor, meaning only justice to all whom it may concern, in its primary object of helpfulness to the employed, will not injure or handicap the employers. Long has selfishness been a besetting sin of humanity, and through any and all ways and by all means give organized effort a chance to uplift and awaken conscience in the realm of human endeavor. Life at best is a fleeting span and it is well with us if we learn early the beautiful lesson of fraternity. Labor, organized for human welfare, has inaugurated a more considerate standard of industrial relations. While brotherhood is the principle of union that probes selfishness to the quick, its task is but just begun. But how fast it is circling the globe with its wonderful influence for good!

There is a class that has not been reached by any of the deeper, more thoughtful and practical reforms of the new regime. It assumes a patronizing, mocking attitude. It is the idle, worthless element of society that scoffs at labor as a class, and scorns the laborer and the labor union as an organization. They are not worth the notice of the busy workingman who respects no parasite that is either too lazy, ignorant, or dishonest to lend a hand in the world's work.

There is another element of the social problem that is of far more importance. It is composed, not of the rich incompetent, nor the idle, foolish, fawning snob, but of the wilfully selfish, avaricious financiers. The statement is made without reservation, from the standpoint of observation and experience, and we believe it goes unchallenged, that if those in command of the situation could without restraint or opposition stipulate the daily wage of their hirelings, workers would be paid less than they could live on.

In the heartless scramble of frenzied finance for more and more of mammon, the souls of the poor do not count. The minds and bodies of the toilers are alike sacrificed without sympathy or mercy. As a protection to each other, workingmen organized against wrong. Like grist between the millstones, workers are ground by inexorable circumstances. The pressure of avarice in its inhuman demands, from social heights, and from social depths an equal force—from those driven by the necessity of self-preservation. Between the two, the middle classes have a hard struggle for existence. The supply of laborers exceed the demand, and one group of workers are lined up in cruel competition with another group. They must work or be in a worse plight, and, as short rations are preferable to charity or starvation, they cut each other's bid for a job. While this goes on, the unburdened part of humanity is making its hay in the sunshine of prosperity at the cost of others' suffering and privation. The competition of the very poor among themselves is a cut-throat game that helps to increase the ranks of the ragged brigade. The powers that be—those in command of the situation—take advantage of such existing conditions and silence any feeble protests of conscience by the world's approved methods. Regular contributions —tainted or otherwise—to church societies and mission causes, a liberal support of worthy charities, prominence and generosity in all civic enterprises—oh, there are many acts like these for soothing the

conscience of self-complacent, sweatshop masters! And no questions asked.

But then we must not judge harshly of others' motives. Faith, hope and charity. We must remember the greatest of these graces is charity. Have patience and love toward our fellow-men and be kind.

One-half of the world does not know how the other half lives, and they certainly are not anxious to find out. They are not greatly interested when the truth is thrust upon them, especially if it reaches their consciousness and their hearts through their pocketbooks. Dollars banked upon dollars, stored up by business monopolies, represent one side of the industrial wrangle. Reduced circumstances, hard work, petty economies, suffering and need,—the wolf at the door —such is the other, the shadowed side of the picture. It is small wonder that bitterness rather than kindliness comes of such extreme conditions. Easy street for some, and the slums for others, and in between, the mighty, intense, and earnest multitudes of organized labor. Social service work is agitated as never before. It is preached about, lectured about, and studied in schools and colleges. The subject of the human welfare will not down. The labor union has become a live topic for debate, and that fact alone is sufficient to cause study and thorough investigation. Men have organized for the improvement of conditions, and the more they have studied the subject, the more convinced they have become that such reform is greatly needed. The movement has grown steadily into a world-wide interest, and it is still increasing in spite of opposition. Monopoly is a powerful adversary, but, organized for human welfare, labor is not afraid of defeat. When the outlook is gloomy, optimism is advisable. When persecution and prosecution hamper and handicap organized labor, we must turn such stumbling blocks into stepping stones to higher achievement and steady progress. When the way is dark, pessimism never helps us on the road to sunshine.

Then, we'll try to imitate James Whitcomb Riley—the Hoosier poet—and feel the sentiment with him—

It aint no use to grumble and complain;
It's jest as cheap and easy to rejoice.

THE SPIRIT OF FAIRNESS

(By Joseph Owen.)

NOWHERE in this broad land of ours can any lodge, society, club or gathering show the "spirit of fairness," the genial comradeship, the earnestness of purpose, or the wholesomeness of aims and objects, as is demonstrated in a labor organization. In such an organization each man has his say; there each question is fully discussed and thoroughly digested; there everyone is given an opportunity to be heard, and the one who presents his points in the most logical, forcible, and convincing manner prevails. So, too, we might add, that no matter how heated the discussion, how warm the argument or how earnest the debaters may be, they invariably, without being forced, coerced or intimidated, address each other by the word "brother."

What a flood of reminiscences, of pleasurable gatherings and of feelings of friendship must come to the mind of each and every union man, when he retrospects and dreams of this far, dim, distant past, and calls to mind the many honorable debates, earnest discussions, and helpful talks he has had with his "brothers" on matters affecting the future policies of his union regarding improving conditions, raising wages or shortening the hours of daily labor.

Being, as it were, workers in the vineyard of life, living to work, and working to live, they seem inoculated with the

"spirit of fairness" and the wraith of justice seems to hover over and impress them, with the necessity of "rendering to Caesar that which is Caesar's due, and to God that which is God's due." False pretense, deceit and deception are practically unknown in dealing with the everyday problems of life and with the problems of their trade or calling.

Broad-minded in their views, charitable in their acts and merciful in their punishments to erring brothers—this is so obvious and manifest in all their deliberations, that the balance of the world, and especially that part engaged in the judicial branch of our government, could well afford to copy and emulate their examples.

Too often the employers have been erroneously impressed with the idea that the union was antagonistic to their rights, and this impression has been fostered, fathered, and insisted upon by a class of irresponsible, dollar worshipping money grabbers who want ninety-nine cents' profit for each fifty cents they invest in any business. In fact, they don't want any one to realize on any of the fruits of their labor except themselves.

For instance, let us take a quasi-public corporation, such as a street railway; three or more promoters by some means get free exclusive use of the streets of a goodly-sized town for transportation purposes; they organize their company; the actual physical investment shows, say $500,000; they say, "well our franchise to use the streets to the exclusion of every one else is worth $500,000 more" and hence they organize and issue stock to the par value of $1,000,000.

Remember, now, they were given the use of the streets gratis—and yet they sell that right, right back to the "dear people" who gave them that franchise for $500,000, and pocket this amount or the major portion of it themselves; now then, they are compelled to pay dividends on that $500,000; if they did not some other stockholder, who had paid honest money for his stock, would find some excuse to throw them into the hands of a receiver. Suppose we say they pay ten per cent. dividend on that stock. That would be $100,000 per year dividends, or $50,000 per year dividends on water of which neither the patrons or employes of the line would get any benefit. In other words, they milked the grantors in the first instance; the buying stockholders in the second instance, and the patrons and employes in the third instance. If these people had been imbued with common honesty; if they had been conservative and faithful to a public trust, instead of paying this $50,000 per year dividends on watered stock, they would have spent it in better equipment; in more efficient service, and in increased wages and cheaper fares. Would it not have been much better had this money been spent for the meritorious purposes mentioned above, than that it go in the pockets of men who never earned a cent of it?

And if that be so, has not the public who ride the cars a right to go on strike for better service and cheaper fares? Yes, the public has that right and no one will dare dispute it. We see such strikes every day, and every month and every year wherever there is a street car system; and then not only is this method used through the Boards of Public Works of cities and towns, but we see Legislatures passing laws, establishing public service commissions, and giving them the right on proper hearing, to reduce the fares, and to order certain improvements of such corporations—and the public applauds and says, "that's the stuff; we want the 'spirit of fairness' to prevail with our commissions, and not a confiscation of the corporation's business."

If this be true, and it cannot be successfully contradicted, then why, may we ask, has not this "spirit of fairness" prevailed when the men—who are striving earnestly, honestly, and faithfully to give the public the best service they are capable of doing—ask and seek to reasonably increase their pay, by striking.

If the public has the right to demand and receive reduced fares by petition and

legislative action, and we submit they have, then can it be said in any "spirit of fairness" that the men who have made possible a part of this saving to the public, have not the moral and legal right to strike to receive their demands?

We submit they have, and if this "spirit of fairness" would only manifest itself by the public taking a more earnest and active interest in the men who are seeking by their work to benefit the public, not only in this industry set out as an example above, but in all other industrial enterprises, then we will come nearer to a realization of the "spirit" of the constitution wherein it says: "Equal and exact justice to all, special privileges to none."

A WORLD PROBLEM

(Collier's Weekly.)

A question involved in the California Anti-Alien Land Law is not for today alone. It is for generations to come. It is not a Japanese question alone. It is a Chinese question, a Hindu question, a Korean question, a Syrian and Armenian question. It is not a matter of the United States alone. It is a Canadian question, an Australian question, a South American question, a Mexican question, a South African question, a New Zealand question.

It is a world question. It is a problem for all time.

It is the local outcropping of the greatest of world problems—the riddle of the intermingling of races.

It cannot be settled on the narrow basis of any treaty with Japan, nor on the local basis of opinion in California, nor the feelings of the people of all the States on the Pacific Coast.

It ought not to be adjusted by the people of the United States in ignorance, nor prejudice, nor with reference to political platforms, nor the demand for cheap labor.

It cannot be lightly slighted off. It is an irrepressible struggle. It will persist for ages. Its complexities and its menace are bound to become nearer and more menacing as every invention in transportation and every advance in commerce brings white men and brown men and yellow men into closer and closer contact with each other.

There are certain principles of right and wrong which enter into it. These must be studied. They should be canvassed in Washington, Tokio, Pekin, Calcutta, Delhi, Melbourne, Sydney, Cape Town, Johannesburg, New York, London. The final adjustment, if one can be arrived at, must be made with reference to these principles of right and wrong.

—1. The Wrong Way to Approach the Question—

Let us consider the attitude of Japan in the premises. The Japanese are a fine and strong people. They are very proud, just as we are very proud. They have just as much reason to be proud as we have. They have a very ancient and splendid civilization. They are poets and artists and scientists. In patriotism, in enterprise, in efficiency, all along the line of modern life, they compare favorably with all other peoples. They are not inferior to us—let that be admitted at the outset. So long as we act with reference to them on the theory that they are inferior, we shall be in the wrong. They think themselves superior to us. We think ourselves superior to them. That is the natural attitude of the mass of the people of every land. But in the last analysis the Japanese will be entitled to the verdict that they are just as able, just as efficient, and just as good as we are.

—2. The Necessity for Homogeneity in a Democracy—

What reason can we find, then, for making laws which will tend to keep the Japanese out? Let us see what our destiny is and how it must be worked out, determine what our problems are, and see what the effect the incoming of the Orientals would have on our affairs:

We of the great Caucasian nations, especially the English-speaking nations, have unreservedly committed ourselves to the theory of democracy. We are more and more accepting democracy as the natural order of things. We have very dreadful problems to work out through the instrument of the ballot. The ballot rests on equality of rights, of more or less common views and common interests among the people. Voting is a species of conference. Minds meet and settle questions in elections no less than in town meetings.

A democracy is a people who reason together and express their decisions by their votes. If they do not speak the same language, if there exists a great body of matters on which they cannot come to a mutual understanding, if the mental gap between great factions among them is too great to be bridged, if for any reason there exists any irreconcilable antagonism among them, if great bodies of them are in economic warfare, the democracy cannot exist.

That is why we are already in such deep difficulties with our democracy. We have many antagonistic classes. We have trying times ahead. It is sure to be hard for us to weather the storms which these problems will generate. The labor question, the trust question, the growing problem of farm tenantry, the amalgamation of the millions of European immigrants, the redemption of our backward population in the Appalachian Mountains—all these are hard things to solve.

But the people of our own antagonistic classes look alike and feel alike toward each other under like circumstances. They can and do mix. Remove the reasons for enmity, and the enmity vanishes. Nobody can tell a Northerner from a Southerner, or a Bohemian from a Scotchman, or the progeny of an old New York anti-renter from the descendant of a patroon, or a whisky insurrectionist's progeny from the descendant of a soldier sent to put down the insurrection, so far as looks are concerned. After all, our contending forces, except for the negro, belong to the same basic race, and are unable to tell each other apart in a few years after any struggle takes place. They have more intellectual and spiritual similarities than they have of any sort of differences. They mix.

—3. The Presence of the Jap Is Inconsistent With Democracy—

It is different with the Oriental. His color sets him off from the rest of us so far as to make of him a marked man. It may be urged that this ought not to make any difference, that a man is a man, no matter what the tint of his skin. Granted—but this is a democracy, and people must be taken as they are. We cannot fraternize with these yellow peoples as we do with each other. They feel just as we do about it. We cannot do the business of a democracy with people so strongly set off from us in racial character. Their presence among us in great numbers raises the most explosive questions—questions of sex, marriage, school life, church life, business life, traveling problems, questions of all sort of mingling. Perhaps these questions ought not to come up, but to urge that is silly—they will come up.

The nation—every nation—must keep out peoples whose presence will complicate this matter of democratic solidarity. They must be kept out, not because they are inferior, but in many cases because they are so different. For these reasons California is right in her effort to keep out the Japanese. For similar reasons the Japanese are right in all the laws they may have enacted, or may enact, to prevent the domestication of large numbers of Americans there. They can vote us out of their club with perfect propriety. We can and must vote them out of our club. They are not clubbable with the great masses of the greatest Caucasian club in the world, the United States.

—4. We Must Exclude Any Race Which We Cannot Assimilate—

The Japanese are not pioneers. If they were they could find a great deal

of new land in the northern island of their own empire, in Sakhalin, and in Manchuria. But they are not pioneers. They prefer tense competition with men in settled countries to the competition with nature in new lands. So they like to emigrate to established societies, like that of California. In these societies they can compete successfully with anyone. Their presence here, therefore, sets up an economic strife which is emphasized and embittered by their racial dissimilarity to us. If they came here only as they became enamored of the American people, the American flag, and the Caucasian civilization, we might say to all: "Welcome!"

But they do not so come. They do not like us any better than we like them. They do not understand us any better than we understand them. They cling to whatever differences there may be between their moral standards and ours. They see the many respects in which they are our superiors, and fail to understand or appreciate the many respects in which we are their superiors. They do not mix. They are hurled into our midst like javelins by the expulsive force of their poverty. This is as fundamental an objection to their domestication among us as their marked difference in looks.

We must not have war with Japan or China or a freed and independent Hindustan. Therefore we must settle this matter now before it is too late. We must settle it now on the basis of our right to exclude any peoples whom we do not think we can take into our work of perfecting democracy. We must settle it before an alien nation is established in our midst—a nation of marked people, proud of their race, and ready to appeal to their ancient and powerful empire for aid in every quarrel with us. Half a million Japanese in this country would embroil us in war with Japan within half a decade. Let us stop the influx while the numbers are small and their interests still capable of being adjusted.

PERSISTENT LEGISLATIVE EFFORTS OF THE A. F. OF L. EPITOMIZED

—Record of the Fifty-Ninth Congress—

Employers' liability act secured.

Immigration laws amended and strengthened.

Law limiting railroad men's hours of labor to 16 in any one day enacted.

Federal investigation of industrial conditions among working women and children ordered.

Amendments to Chinese exclusion law defeated.

Ship subsidy and conscription defeated.

Anti-compulsory pilotage proposition defeated.

—Record of the Sixtieth Congress—

Employers' liability law passed, substituting the act passed by the 59th Congress, which was annulled by the United States Supreme Court.

Compensation for injuries to government employes act passed.

Child labor law for the District of Columbia enacted.

Proposed reduction of wages of employes of Panama canal and railroad defeated.

Ship subsidy and conscription bill again defeated.

Law enacted disapproving unfair personal injury act of territory of New Mexico.

Compulsory investigation of labor disputes bill defeated—a mischievous proposition intended as a forerunner for compulsory arbitration.

Proposal to waive contract labor provision of immigration laws in Hawaii defeated.

Effort to establish censor of publications in postoffice department defeated.

First federal appropriation for investigation of accidents in coal mines secured.

Self-emptying ash pan law for locomotives enacted.

—Record of the Sixty-First Congress—

Employers' liability act amended and strengthened.

Federal employes' compensation for injuries act extended.

Law passed requiring railroads to report all accidents.

Bureau of mines established.

Standard equipment act for railroads passed (a valuable safety appliance measure).

Federal locomotive boiler inspection law enacted.

Immigration law amended and strengthened, relating to deportation, also prohibiting interstate transportation of so-called "white slaves."

Eight-hour provision incorporated in naval appropriation acts of both sessions.

Eight-hour provision included in act authorizing construction of revenue cutters.

Federal commission appointed on workmen's compensation and employers' liability.

Postal savings bank law enacted.

Amendment to constitution providing for income tax passed.

Law enacted compelling publicity of political campaign contributions.

Child labor law for the District of Columbia amended and strengthened.

Porto Rican legislation enacted providing for an eight-hour day on public works; a law prohibiting employment of children under fourteen years of age; and an employers' liability law.

Rules of House of Representatives amended hindering the practice of smothering legislation in committee.

—Record of the Sixty-Second Congress—

"Gag" rule abolished, rights of hearing, petition and association restored to postoffice and other civil service employes.

United States constitutional amendment providing for popular election of Senators passed.

General eight-hour bill on contracts for public work enacted.

Eight hours in the contracts of fortification bill provided.

Eight hours in the contracts of naval bill provided.

Eight hours for letter carriers and clerks in postoffices made mandatory.

Extension of Federal compensation for injuries act to bureau of mines employes.

Children's bureau established.

Industrial relations commission provided.

Second-class postage rates assured for trade union and fraternal publications.

Eight-hour law of 1892 amended by extending it to dredgemen.

Law enacted providing for a department of labor; the secretary of same to be a member of the president's cabinet.

Bureau of mines act amended and strengthened.

Seamen's bill passed Congress, vetoed by President Taft.

Immigration bill passed Congress, vetoed by President Taft.

Free smoker bill passed (in interest of cigar-makers).

Anti-phosphorous match bill enacted.

Anti-trust proviso passed Congress exempting organizations of labor from prosecution under Sherman law, vetoed by President Taft.

Physical valuation law for railroads and express companies passed.

Increased appropriations obtained for rescue work in bureau of mines.

Federal investigation ordered of the industrial conditions prevailing in the iron and steel industry, also a congressional investigation ordered of the United States Steel Corporation.

Law passed establishing the three-watch system in the merchant marine for masters, mates, and pilots.

Public construction in government navy yards of naval vessels and colliers secured.

Secured five cents an hour advance for pressmen in government printing office.

Secured ten per cent. increase in wages for employes of naval gun factory.

Trade unionist appointed first secretary of the department of labor.

Federal investigation textile strike at Lawrence, Mass.

Congressional investigation Taylor "stop watch" system.

The amendment to the federal constitution providing for an income tax has been ratified by three-fourths of the states and is now effective.

Hoping the facts this report contains may prove encouraging to our fellow-workers, and trusting better results may be achieved in the incoming Congress, we remain, fraternally yours,

ARTHUR F. HOLDER,
JOHN A. MOFFITT,
GRANT HAMILTON,
Legislative Committee, A. F. of L.

EARLY TRADE GUILDS

(The Journeyman Barber.)

A manuscript interesting both for its age and the subject-matter, among the treasures of the library of the Benedictine monks at St. Meinrad, Ind., is the constitution and by-laws of the Tailors' Guild of Aschaffenburg, Germany, dating back to 1527. This document is one of the most valuable to be found anywhere because of the light which it sheds on the way in which the church and these early "trade unions" united to solve the labor and social problem. The constitution was drawn up under the sanctions and protection of Albrecht, Cardinal Archbishop of Mainz and Magdeburg, Margraf of Brandenburg, and a prince and elector of the empire.

It is written on parchment in the old German script which now is extremely difficult to translate. There are no colorings, but the headings of the various articles are encased in beautiful scrolls and flourishes. In the prologue it is set forth that the purpose of the enactment "is to promote the common weal, prevent the rich from oppressing the poor, establish equality among our subjects and remove difficulties for all who are worthy to enter the guild." The initiation fee was 2 gulden and 6 weispfennig, a little more than $1.05, and two pounds of wax, for it is declared that the debates often extend so long that much wax is consumed for the lights. A son or a son-in-law had to pay only half this amount.

First of all the master tailors are forced to pay a fair and living wage to their journeymen, besides looking after their moral and social welfare. A few of them also, are not allowed to buy up all the cloth and thus, by their monopoly, "freeze out" their small competitors. In addition to this ancient prototype of the Sherman law, the master tailors were fined and even suspended from the guild if they cheated a customer or did not make good a "misfit suit."

The apprentices were considered as members of the master tailor's family, for he had to feed and clothe them during their apprenticeship, for which they paid the vast sum of $2.88. No member of the guild was allowed to work on Sundays or holidays, unless it be to fit out a bridegroom or make a shroud. Violation of this regulation meant a fine of 2 pounds of wax for the first offense and suspension for the second.

But one of the most significant clauses of all is that concerning arbitration of labor troubles. All differences between master and journeyman were to be settled by a commission appointed jointly by the guild, the master tailors and the archbishop. All parties concerned were solemnly bound to abide by the decision of this tribunal.

A tailor also was to be fined if he did not have the customer's suit done in time for the party or other affair, and if the "schneider" had more work on hand than he could complete in a reasonable amount of time he must send all new-coming customers to his nearest brother tailor. In conclusion, masters were enjoined to see that their apprentices were in the house before "curfew."

THE WAGE-EARNERS—UNION AND NON-UNION

(By John Mitchell.)

With a population of a hundred millions under its flag, and a total area almost equaling that of Europe, the United States contains large districts, together with considerable strata of society in every district, in which non-unionism is the normal and natural condition of the family breadwinners. In our agricultural states and in the dependencies, wherever, in fact, the landowners and the tiller of the soil are one, or even where the qualified tenant farmer is yet so rare as to be in demand, the principle of trade unionism invariably makes slow headway. Also among many professional and commercial men who, though offering their labor for a hire and finding it difficult to establish a common scale—the expectations of each being to find himself some day in one of the highly prized places of his calling—the prevailing spirit is decidedly that of competition as against one another, though it may be that of combination against individuals not yet admitted to their ranks. Even members of the typical professional society or league who do not term their remuneration wages, but fees or salaries, are often unaware of having taken up with trade union principles by organizing and have no sympathy with wage strikes.

In the earlier days of our republic, when agriculture was the pursuit of three-fourths of the population, individual initiative knowledge of one's calling and the virtues of personal thrift were usually sufficient to bring at least a modicum of success. At a time when developing trade unionism was absorbing much public attention in Great Britain, and being hailed by the working people there as an institution promising more for their material welfare than any other, Americans in general were as yet bestowing upon the organization of labor scarcely a passing thought. Remedies for low wages or non-employment for our wage workers of that period were to go West, or to move from place to place, or to change from one occupation to another—in any event to "hustle," "reach out," with faith in the abounding opportunities then existing in the new and rich land. The social spirit encouraged each man to launch out and do for himself. "I paddle my own canoe," was a popular boast. The individual proved his manhood by getting ahead—which almost invariably meant shrewdness in amassing wealth, no matter by whom produced. The oldest of the trade unionists of this country can remember when the maxims which guided men to prosperity in business, or in election to office, were those which imposed injunctions upon each person to work for himself exclusively and avoid entangling alliances with others, especially with any of his weaker brethren. The youngest of our trade unionists may every day hear of people who believe that these maxims still hold good.

Trade unionism in this country has had to make its way against what was undoubtedly the original American spirit—in business. All citizens, including the farmers, were assumed to be in business, producing and selling for themselves. If a man was not in business, he was, if made of good stuff, expected to be on the way, through working, skimping and saving, to going into business, whether in agriculture, trade, manufacturing, or a profession. To a self-made man who ardently held to this conception of society, which involves the principle that to be successful one must "rise," must be an employer, must show his superiority in acquisitiveness over his fellows, the proposition that there should be a wage workers' combination, possibly to be operative against himself, seemed almost a blasphemous breaking away from the moorings of accepted morality. Such a union was, to his mind, contemptible, composed of an aggregation of failures, a startling evidence of social degeneracy. Many men, self-made or made big through heredity, their dependents and those attached to them by social ties,

therefore felt it a bounden duty to stamp out trade unionism, to continue to uphold the ancient precepts that led to the success they had worshiped, to proclaim that the possession of property was evidence that the possessor was a mental giant, to hold that an employer's business entitled him to manage it—and the employes—as he willed.

The opportunities existing in a rich, sparsely settled country, the emulation afforded in every community through the example of its self-made men, the social atmosphere in which adulation of the strong and independent was accepted as a phase of truth itself—these were factors giving nourishment to the spirit of non-unionism. Another, and a most notable factor, arose with the appearance of labor organization. It was made possible through the crudities in the form and operations of the first organizations and the natural blunders of their representatives, blunders which persist, on occasions, to the present time, when the organized are under an improved discipline.

In the Old World the uprising of labor in any form through political parties or through trade organizations, could not be met by the arguments, springing from equality in voting or in material opportunity, which in this country once had in them some show of reason. In the thickly-settled countries of Europe the masses have had few opportunities, even in education; there has been no semblance of equality among the citizens, except as the poor were equally and miserably poor; the economists and other teachers of the public of Europe have, therefore, favored rather than discouraged, labor organizations. Non-unionism, with its wage workers, was never a normal or natural situation. Unionism, as soon as serfdom was actually put aside, was a logical outcome of working-class liberty. In America, on the other hand, the white masses of wage workers have passed from the stage of comparative economic freedom of forty years ago to a social stage approximately that of the industrial countries of Europe. Consequently, the area, social and geographical, for the American non-uninist, has been contemporaneously narrowing. The premises for his reasoning, in self-defense or apology, have been gradually disappearing. His left-over maxims, fitting to a period of crude and mistaken individualism, are no longer appropriate to the times. The lot of one man, year in and year out, in any of our great industries, is the lot of the mass—in nine cases in ten; in nineteen in twenty; or in ninety-nine in one hundred.

With few exceptions, the day for the industrial wage worker to study purely personal advantage, the overreaching of his fellows, or promotion and finally partnership through race-horse strain and effort, has gone by. The mass of the workers have covered the whole game of climbing up, on the shoulders of others, as taught in the circles which profit by it, with a full set of queries. A few of these are: What proportion of us can possibly win the few glittering prizes ever dangled before the eyes of us all? Of what profit is it to the rest when one of us, or a score in a thousand, is set up above the others? Why should we not study, for the common betterment the methods which will surely yield equal benefits to the entire brotherhood?

While the hardships of daily experience have been divesting the wage worker himself of the superstition that the conditions of half a century ago still survive as guides and bases for his hopes, his plans, his activities in getting along in the world, converting him from non-unionist to unionist, the theoretical territory of non-unionism—that is, individualism—still has strongholds in our courts and our colleges. The lawyer, dealing in precedents and the professor, looking to history, are apt to see what was instead of what is. The wage worker, on the contrary, knows by contact with his tasks of job-hunting and job-holding what actual conditions are. Hence, while the college president-emeritus has praise for the non-unionist, the union worker regards him as usually unfaithful to his class, though granting that occasionally he may yet be a prod-

uct of the conditions surviving in the side currents of agricultural or industrial life where the general social situation of times gone by has been still, to some extent, perpetuated.

In this survey of the origin and progress of the two sentiments—non-union and union, individual and co-operative—which in this country bear upon the organization of labor, we arrive at an understanding of the possibilities of honesty and principle animating men on either side. The judge on the bench may be acting in accordance with his lights, which are legal tomes, in rendering judgments that are absurd when viewed from the standpoint of the spirit and social needs of today. The old-time college professor, a closet man, may be loyal to ideals of citizenship which were possible when his favorite authorities in sociology gave the world their heavy volumes. The college student, fresh from the farm or from the home of a professional or business man, may lightly play strike breaker as a lark, or for the extra cash needed to pay his way to a diploma, not realizing his social crime, as seen by the organized workers. The journeymen worker coming from a country town may be but following the only custom of which he has had practical knowledge when he takes a job left vacant by strikers, although this is nowadays a rare thing. The usual founts of knowledge and influence from which the plain people in small communities absorb their views of life and its obligations—as represented by the school teacher, the village newspaper, the "influential business men," or the speechmaker on patriotic occasions—are rarely engaged in the active propaganda of trade unionism.

When, however, we mingle among the wage earners of the industrial centers of the railroad world, the mines and the undertakings in general requiring workers in large numbers, we speedily find ourselves in a society by itself. It is living in close contact with the harsh facts of today; it is educating in branches of economics not usually emphasized in the college curriculum; it is fighting the battle of the worker pushed hard by conditions of the live labor market; it is animated by a moral code which is the outcome of the necessity of its defensive warfare; it is busied in divers ways with advancing the welfare of not only the organized workers, but of all—men, women and children—in the wage-working ranks.

One is enabled to affirm, in sober earnest, that the sentiment of this wage workers' society in the United States today is almost wholly union. The statistics of the present paid-up membership of the American Federation of Labor, the railroad brotherhoods, and the as yet unfederated unions, show more than 3,000,000 members. But this number does not express the sum total of unionists as it exists in fact. Unionism, in its ebb and flow, is made the more possible to a larger and larger number through union sentiment continually preceding organization itself. Beyond the forces organized and paying dues to the unions are the masses that long to be with their comrades who are bearing the burdens of labor's uplift through union methods. A large proportion but await the opportune time to fall into line. In the progress of organization errors have been made, which for a time have caused serious losses to the unions; there have been on occasion poor leadership; unwise strikes have taken place. But, whatever the cause of their falling away, it may be confidently asserted that after men have once experienced the help of the union, never will they be again satisfied with the state of non-unionism. They know that most of the betterments they enjoy come to them, and are maintained, through the power of organized labor. Three millions, therefore, is too small a number for trade unionism. If it were as easy for men to enroll themselves in a union as in a political party, trade unionism in America would today count its four million—or five or six, whatever number is necessary to cover the vastly predominating force in all the trades and callings that have been covered by our modern industrialism. It is, indeed, true; trade unionism envelopes in its folds

more than are enrolled in the unions.

When we begin an estimate of the number of active non-union wage workers, we quickly come to a halt. Professional strike breakers are not non-unionists. They are mercenaries, on hire to whoever pays them their price. Should the unions outbid the employers they could buy the strike breakers, whose principles have nothing to do with honest work. Their character is notorious; the jest of the newspaper, the thorn in the side of employers, the worry and surprise of the innocent university leaders who once deemed non-unionists heroes. The steady and usually fair wage worker who at times refuses to come out on strike and give up his job, may have yet in him the making of a true union man. He may be insufficiently educated, he may have had more experiences with the pioneers of organization in his trade, he may feel that unnecessary sacrifices are being demanded of him and his shopmates; yet time may bring him around, ready to perform the duty the good of his fellow-men requires.

No workingman of principle can rest content outside organized labor unless he has not considered the questions that its progress has evoked to society. What, for example, has non-unionism to offer in place of the insurance features of unionism? The answer is, mostly, some form of pauperism or mortifying dependence. But for unionism, would there exist a single State Labor Bureau in the country? Whence could be obtained the enormous body of facts recorded in the bureau reports, if not from them? How could trade agreements be reached, except through the unions? For, it is a certainty, non-unionism cannot promise a condition in which there would be no strikes. The ugliest of outbreaks are at times by non-union labor. What would the prevailing workday be but for the unions? Have, or have they not, brought the eight-hour day to many of the trades? What as to the laws for the protection of workers in mines, in the factories, on the railroads? Have non-unionists ever fought child labor? Under the heel of the tyrannical shop foreman, under the rigid rules of avarious corporations, under the neglect of society, what would be the daily existence of the wage workers should they accept permanently the tenets of non-unionism?

When such questions are troubling the conscience of the wage worker not enrolled in a labor organization, he finds himself going further in self-examination. Has he a right to remain standing aside from the men who are doing what they can for their fellows? Would he not be guilty of a form of treason to his fellow-workers, and of short-sightedness respecting his own interests, in taking the place of a striker? The conditions of labor being what they are, is there any truth whatever in the claim that any wage worker has the moral and social right to work how, when, and where he pleases? No more has he than has a man a right to injure himself.

In among the workers, the non-unionist can offer no live argument for his beliefs, no moral principle in self-defense, no sentiment of brotherhood, no just reason for standing aloof from his fellows.

CROSSING THE TWO MILLION MARK

(By Samuel Gompers.)

Nearly thirty-three years ago the American Federation of Labor was organized to protect the working people of America. There was then no responsibility resting anywhere for the protection of the defenseless. Possession was power; wealth was power; position was power. Their sway was unquestioned and unchallenged. Though those to whom power had secured economic and political privileges might grind the lives out of the workers, or drive them to the polls to the bidding of those in power, there was no agency to resist their will.

The interests and the desires of the wealth possessors were represented and voiced in the executive, legislative and judicial branches of the government—municipal, county, state and federal. Yet there was no one to speak a word of protest or to challenge the possession of this power. To this end the workers united in the Federation. That this Federation has served the real and vital needs of human beings is evident from its steady growth. During the first year the membership was less than 50,000; not until 1892 did the affiliated membership pass the 250,000 line; this number was doubled in 1900, and quadrupled two years later; and now, in March, 1913, for the first time has the two million mark been passed—the per capita tax received from its affiliated organizations was based upon a membership of 2,007,650.

Those who have grown with the movement from the beginning and have worked for the cause before it was great and powerful, can appreciate the struggle that brought the increase in membership. Those were years when each bit of progress represented untold sacrifices and efforts that persistently and courageously met discouragement after discouragement before crowned by success. It was so hard to overcome prejudice and to win confidence and respect for the Federation; it was so hard to get some one just to say a good word for the cause; it was so hard to make the working people see where their welfare lay. But there were men and women willing and glad to put aside their own ease, comfort and advancement, willing to incur the misunderstanding of many whose opinion they valued that the lives of men, women and children might be made safer, better, happier. The safe and firm foundation was laid upon which organized workers have builded nobly and effectively.

Persistent, constant struggle day by day has built up the present strong labor movement—the virile Federation. Many are those who have contributed, some little, some more, but every good thought, word and deed has counted for humanity's cause. Not one worthy effort was trivial or of no avail. Whoever has helped in any way has contributed a real and necessary part to the success of the movement. Officers and organizers, the rank and file, all who have given or gone to carry the message of good cheer, have helped to bring the oppressed and downtrodden the hope and the betterment found in the trade union movement upon the broad platform and under the beneficent influence and direction of the American Federation of Labor.

The labor movement has its origin in suffering, in need, and in desire and aspiration for a better, fuller life. The purpose and aim of the American Federation of Labor is to protect from suffering, injustice, and wrong, and to secure for them the opportunity and the means for possessing their own individuality and for living freer and more independent lives. Wherever injustice and oppression have existed, the workers have ever been those who have suffered most. Organization has been their means of protection and betterment. The American Federation of Labor has fought the battle of the weak and the wronged; it has fought against seen and unseen powers; but without wavering and without fear it has fought and won many battles without ever lowering its colors.

The fight has just begun—it will last as long as need exists in the lives of those upon whom the burden of the world's toil falls. One epoch-marking stage in the growth of the organization has been passed. Beyond lie greater work and greater opportunity. There are yet millions of weary toilers, worn and heartsick, who are not yet gathered into the trade union movement. There exists the need; there is our work.

Steadily, steadily, step by step,
Up the venturous builders go;
Carefully placing stone on stone—
Thus the loftiest temples grow.
Remember the brotherhood strong and true,
Builders and artists, and bards sublime,
Who lived in the past and worked like you,
Worked and waited a wearisome time.

—The Quiver.

That Little Chap of Mine

(*Author Unknown*)

To feel his little hand in mine, so clinging and so warm,
To know he thinks me strong enough to keep him safe from harm;
To see his simple faith in all that I can say or do,
It sort o' shames a fellow, but it makes him better, too.

And I'm trying hard to be the man he fancies me to be,
Because I have this chap at home who thinks the world of me.
I would not disappoint his trust for anything on earth,
Nor let him know how little I jes' naturally am worth.

But after all it's easier that brighter road to climb,
With the little hand behind me to push me all the time.
And I reckon I'm a better man than what I used to be,
Because I have this chap at home, who thinks the world of me.

Editorial

THE CARPENTER

Official Journal of

The United Brotherhood of Carpenters and Joiners of America

Published on the 15th of each month at the CARPENTERS' BUILDING Indianapolis, Ind.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, *PUBLISHERS*

FRANK DUFFY, Editor

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INDIANAPOLIS, JULY, 1913

The Trade

Trade movements for better conditions—for shorter hours and for increases in wages—have been instituted this season in all parts of the United States and Canada, and even in distant Hawaii. They have, as a rule, met with very little opposition, and in those places where the employers have momentarily demurred, the men have usually gained their demands after a short strike. In other localities, the men, in a wise spirit of moderation, have compromised rather than rush into a long and expensive struggle. All in all, the relations between the contractors and the workers have been marked by a thorough comprehension of the rights and duties of each to the other and an enlightened understanding of the proper manner in which they can best advance their respective interests.

Work has been more plentiful, in general, than for many years in the history of the trade. This has been due partially to natural increase in building activities, but to a great degree, also, to the necessary work of reconstruction in those regions visited by the recent floods, tornadoes, and other devastations. It may be said, to the credit of the carpenters in those parts, that they did not take undue advantage of those disasters to demand unreasonable and exorbitant increases in compensation. Reports from Omaha, Dayton, Hamilton, and other places affected show that they acted in a public-spirited manner, with commendable prudence and good judgment.

The mill workers during the present year have also been quite successful in their efforts to improve their conditions. In the cities where they have been forced to resort to the strike to obtain their demands, they have acted in a most commendable manner and have stood together, staunch and solid. As a whole, the year nineteen hundred and thirteen bids fair to be a banner one in the annals of the organized carpenters, joiners, and wood workers of this continent.

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Signs of the Times

The Toledo Union Leader, in its issue of May 23, under the caption "New Angles Appear," comments on the remarkable progress made by the Ladies' Garment Workers' Union in its efforts to establish a permanent basis for co-operative action with the employers. "The old theory that capital would grind labor down to the lowest notch," it declares, "is being slowly rejected, and, instead, we now find employers and employes meeting on common ground to discuss ques-

tions of mutual interest. Only straws indicate the direction of future winds, but it is almost safe to say the time is not far distant when the strike breaker, the militia, and the injunction judge will be rusty weapons in the industrial arsenal."

The editorial goes on to say:

Among these significant "straws" is the agreement of the International Ladies' Garment Workers' Union and their employers to issue a joint label that will stand for union conditions, with both parties agreeing to advertise same to the best of their ability.

This same union has furnished another "straw" that hints of new angles by signing what is known as a "protocol." This agreement establishes joint boards that meet at stated intervals. Shops are investigated and employers are ordered to comply with the sanitary provisions of the agreement, which even calls for a certain amount of air, cubic feet measurement, for every employe. When workers are discharged, they can appeal to this board, which also adjusts prices and all manner of disputes. In fact, the state and all the machinery of law is dispensed with—the workers and employers settle differences between themselves.

The Ladies' Garment Workers have established a new policy for trade unionism, and it is only a question of time till their plans attract the attention of other employers and employes.

While other trade unions have strong arbitration agreements, none of them cover such a wide field as the union referred to, and the abandonment of their union label, to join hands with the employers, is a move that startles even those workers who have carefully noted the strides made by organized labor during the past ten years.

The recent electrifying victory of all the garment workers in their strike in New York, when trades, practically unorganized in many branches, displayed a solidity and unity of action that was remarkable, and the prudent and sound manner in which that victory was taken advantage of, together with the more recent action of the Ladies' Garment Workers, are indeed cause for congratulation. They show a new view of life and of industrial relationship on the part of both workers and employers. They are stepping stones in labor's progress and in the progress of all mankind.

Of late there have been many events of like character to make us take heart. In his inaugural address, the new chief executive of the nation has sensed the need of an enlightened program of action in labor's behalf. A new member has appeared in the cabinet of the President representing labor, and he is a union coal miner who has been chosen for this place. The American Federation of Labor has, during the course of the year, passed the two-million mark in affiliated membership; all the national and international unions have shown increases in wages and have reported healthy conditions prevailing. Public opinion has shown itself, almost without exception, in sympathy with organized labor's principles. All of these are signs of the times, pointing to labor's progress toward proper working conditions and toward industrial peace.

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John Kirby, Jr. et al

With a parting cry of defiance and a farewell denunciation of organized labor, which he has been so busily engaged in combating during the last few years, John Kirby, Jr., bowed himself out of the presidency of the National Association of Manufacturers, having been able to accomplish no more in this office than did his predecessors, Parry and Van Cleave. He goes out, in fact, with the American Federation of Labor and its affiliated unions stronger than ever before not only numerically, but in the good opinion of the general public. Labor laws have been enacted in the interests of the wage-earners through the instrumentality of these great organizations of the workers in many commonwealths, and time after time the principles for which his association stands have been repudiated by men of foresight, intelligence, and unquestioned integrity. The passing of Kirby is but in line with the deserved fate of those that went before him. The first of these men, David M. Parry, has sunk into complete oblivion since his uncompromising fight on organized labor; as to the second, James W. Van Cleave, after a long and exhaustive struggle, his firm made peace with the union workers.

The toga has now fallen on other

shoulders. Colonel George Pope is the man to succeed to the chair of Parry, Van Cleave and Kirby. In "a message" to the members of the National Association of Manufacturers, printed in the June issue of American Industries, the official organ of the association, the colonel outlines the policies that he will pursue and seeks to interpret the principles of the association. His opening paragraph is as follows:

In this, my first word to you as your president, I tender my acknowledgment of the honor and grave responsibility with which you have invested me. For eleven years the presidency of this organization has been filled from the middle West; it is the first time in its history the leadership has been bestowed upon one from New England. In this salutation it is appropriate that some outline be presented of my interpretation of the policies enunciated by the association. On the issue of criminal unionism my adherence to the avowed principles of this organization admits of no misinterpretation; to the backs of the betrayers of honest labor I would be among the first to apply the lash. Organizations of workmen who respect the law and ask no special privileges on account of their organizations, and who believe every man has the right to earn a lawful living in any lawful way, I approve. I am and shall continue in opposition to the un-Christian, un-American closed shop.

And in his second, he continues:

To the breeders and exploiters of industrial and social distress, I say: "I believe it is impossible for this nation permanently to endure if class is to be pitted against class, either by legislation or by exemption from operation under existing law." As said by the immortal Lincoln, "This nation cannot endure one-half slave and one-half free."

It is not our purpose here to go into an exhaustive defense of the union shop, the "closed shop" of the colonel. It has been defended time and time again by men of all classes—employers, professors, professional men, and workers, who realize the true conditions that should exist to have the proper balance in industry. It is sufficient to say that it is neither "un-Christian" nor "un-American." It stands forth as a guarantee that men employed in such a shop are working amid sanitary surroundings, at decent wages, and somewhat proper hours of work, and that they are in a position to maintain these conditions for all future time. The surroundings, wages, and hours which the union shop assures the laboring men and women of this country are both Christian and American.

It might be well, in this regard, to note a little incident that occurred during the recent convention of the National Association of Manufacturers at Detroit. Mr. L. B. Robertson, of the Ford Motor Car Co., in an address on "Ideal Workman's Compensation Law," said: "This association early realized that the liability laws of the several States were a source of continual friction and dissatisfaction between its several members and their employes, but on account of its hostile attitude toward organized labor it was slow to move in seeking a remedy." Mr. Anthony Ittner, of St. Louis, who has been a member of the National Association since its inception, took exception to the statement of Mr. Robertson that the association had been fighting organized labor, saying: "I am an ex-president of two organizations of employers. I am an ex-president of local employers' associations. I have been in business for fifty-four years, and, so help me God, I have never met with an employer in all my rubbing shoulder to shoulder that was opposed to organization among the wage-earners. I am a member of two wage-earners' organizations. It is the methods of organized labor that this association takes exception to. It is the un-Christian, unbrotherly, un-American methods of the unlawful, murderous, damnable conducts of organized labor that we take exception to. That is all." But Mr. Robertson refused to give in or to be deceived by his colleague from St. Louis, and the following little colloquy resulted:

Mr. Robertson—I should like to make myself plain on that subject. I have been a member of this association pretty nearly as long as my friend Ittner, and I do not think I have attended one of these conventions in the last ten years in which very strong resolutions were not adopted; and if they were not opposed to organized labor, you may search me for not knowing the English language.

President John Kirby, Jr.—I agree with my

friend, Ittner. I think Mr. Robertson is a little mistaken in this. It is the abuses of organized labor that we have passed resolutions condemning and that we propose to continue passing resolutions condemning, and not the matter of organized labor per se. I myself have been preaching from the platform for ten or fifteen years the strongest kind of condemnation for the abuses of organized labor, but I defy any man to put his finger on any expression of mine where I have condemned organized labor per se. (Applause.)

Mr. Ittner Mr. President, I want to say that if I believed this organization was fighting organized labor I would hand in my resignation now.

Mr. Kirby—So would I.

What Mr. Robertson finally thought of this we do not know, for we were never informed as to that. That gentleman, in his frankness, was much nearer to the truth as regards his association than his friends, Kirby and Ittner. All honest and right-thinking men are opposed to abuses of all kinds, no one more so than the conscientious and intelligent members of organized labor. No true follower of our movement stands for violent or illegitimate tactics. But Mr. Kirby and his men have deliberately confused the use with the abuse in this case. How incompetent they are to judge is shown by their confusion of the I. W. W. with the A. F. of L. They evidently wish the same anemic, weak-livered organizations as were advocated by Dr. Charles Eliot in a recent issue of The American Employer, a sheet on the order of American Industries and Post's Square Deal—the same sort of "wage-earners' organizations," no doubt, as those of which Mr. Ittner is a member. Like the president emeritus of Harvard university, who wittingly or unwittingly has shown himself the instrument of unrestrained, irresponsible capitalism, these men seek to apply to industrial life their decayed and ever-false ideas of economic liberalism, prating of the "slavery" of trade unions and of the "liberty" which belongs to every man to sell his labor at any price, by which they mean the license of employers like themselves to treat their workmen as they choose, without consulting their wishes, needs, or legitimate desires. Happily, their association has not the sympathy of the great majority of employers and is now fast losing ground. They, along with it, will pass away in time, remembered alone for their stiff, unbending opposition to organized labor.

A Good Record

The New York State Federation of Labor, during the past session of the legislature of that State, has been active and unceasing in its efforts to obtain needed remedial labor legislation. Measures of great benefit to the workers have been introduced through legislators friendly to the labor cause and every possible weight has been brought to bear upon the representatives at Albany to have them take favorable action on these propositions. That these efforts have not been of no avail can be learned from the report which the State Federation has just issued through its president, Daniel Harris. This report shows that nearly fifty remedial labor laws were passed by the legislature and are now on the State statute books.

Among these laws, all of which are of vital importance, are measures providing for the reorganization of the labor department, prohibiting women from working in parts of foundries where core ovens are located and providing for improved conditions in foundries, establishing a nine-hour day for women in mercantile establishments and supplementing the fifty-four hour law for factories, making eight hours the workday for all regularly employed mechanics in State institutions, protecting bricklayers and other mechanics in the construction of buildings, prohibiting cellar bakeries and compelling boss bakers to secure sanitary certificates from boards of health, and a full crew law for the protection of railroad employes. The legislature also passed a resolution for a constitutional amendment, making it compulsory on the part of employers to adopt workmen's compensation, which will be submitted to the referendum of the people next fall.

It is indeed an admirable record and one of which the New York Federation may justly feel proud.

It would be certainly unjust and improper in mentioning these successes in the Empire State, to pass without comment the valuable and indispensable aid that was given by the chief executive in these matters. Governor Sulzer, the author of the law creating the Federal Department of Labor, has thus far in his new capacity lived up to his actions and statements at the time of the debates on that important measure in the House of Representatives. He has fearlessly taken sides with the wage earners on every proposition affecting their interests. Of him the report says:

These are a few of the many laws Governor Sulzer has put on the statute books by a stroke of his pen. He has demonstrated fully during all his official life his freedom from the dictation of so-called big business. But at no time in his career was this so prominently, emphatically emphasized as in his attaching his signature to the full crew bill and his refusal to sign the Foley-Walker workmen's compensation bill. The former was opposed by all the powerful railroad interests of the State, yet labor won because of having a real man in the executive chair. The Foley-Walker bill was wanted by all the interests controlled by the powerful insurance companies, with their millions of money to aid them. But because there was a Governor at Albany who understood their schemes and was more interested in carrying out the pledge by which he was elected than he was in the insurance business labor carried the day. At no other time in the history of this State have the wage-earners accomplished such a signal victory for fair play and against corporate greed as in these two events. Surely it is a time for congratulation and a harbinger of the dawn of a better and fairer condition for those who work with their hands and for all the people.

We trust that the example of Governor Sulzer will have a healthful effect upon that of other governors of other commonwealths, even as we hope that the good results obtained by the New York Federation will serve as a sign of encouragement to other State labor bodies to continue their work for better industrial conditions.

Shorter Hours

Should we live to work, or work to live?

A visitor from Mars would say that the people of this earth lived solely to work.

From sunrise to sunset it is work, work, work, to be repeated on the morrow and all through life until at last the grim reaper lays the exhausted toiler quietly in the grave.

For most of us, " 'Tis go to work—to earn the cash—to buy the food—to gain the strength—to go to work."

The average worker produces the equivalent of his daily wages in a few hours. The rest of the day he is producing profits for his boss, rent for landlords, interest for the money lenders and taxes for the government.

Professor Irving Fisher of Yale University declares that "the average workingman works two or three hours too much every day."

The eight-hour day would give workers more leisure in which to rest, study, amuse themselves, tend their gardens, improve their homes, play with their children, frequent the parks and recreation centers, visit their friends, attend meetings, become sociable, intelligent, well-informed citizens.

The eight-hour day would also improve the health of the workers and prolong their lives. It would increase their efficiency, reduce the number of accidents, diminish the use of stimulants and perhaps spread employment among a greater number of people.

"Eight hours for work. Eight hours for rest. Eight hours for play. That is the cherished hope," says Robert Hunter, "of every man under the machine, of every wage worker in the wide world."

How is that hope to be realized?

Thus far it has been realized in many trades through the efforts of the union.

This method still holds good. The unions are still winning concessions from the bosses. The stronger they are the more successful they will be. Join the union of your craft.—Exchange.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms as it has a tendency to demoralize the trade in such localities.

Special Notice to Recording Secretaries

Under date of June 25, 1913, the General Secretary forwarded to all Local Unions of the U. B. his quarterly circular covering the months of July, August, and September, 1913, by first-class mail. The circular contains the quarterly password. Accompanying it are six blanks for the F. S., three of which are to be used for the reports to the G. O. for the months of July, August, and September, and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the G. O.

Recording secretaries not in receipt of the circular and accompanying matter by the time this journal reaches them should immediately notify the G. S., Frank Duffy, Carpenters' Building, Indianapolis, Ind.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Battle Creek, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Buffalo, N. Y.
Central City, Ky.
Chicago, Ill.
Clarksville, Tenn.
Cleveland, O.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore.
Louisville, Ky.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Pittsfield, Mass.
San Antonio, Tex.
San Francisco, Cal.
Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
South Omaha, Neb.
Springfield, Mass.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Washington, D. C.
Watsonville, Cal.
Wichita Falls, Tex.

Local Unions Chartered Last Month

Eugene, Ore.
Boston, Mass.
Chicoutimi, Que., Can.
Medina, N. Y.
Cleburne, Tex.
San Francisco, Cal.
Redondo, Cal.
Casper, Wyo.
Hackensack, N. J.
Decatur, Tex.
Minneapolis, Minn.
Portage, Pa.
Watertown, S. D.
Denton, Tex.
South Hampton, N. J.
Strawn, Tex.
Akron, Ohio.
Coalgate, Okla.
Jamestown, N. Y.
Salisbury, N. C.
Bessemer, Ala.
Chattanooga, Tenn.
Oakdale, La.
Clifton, Ariz.
Vernon, Tex.

Total, 25 Local Unions.

Our Dangers Are From Within

The trade union movement is too far advanced to fear the aggression of any organization from the outside.

That which it has to fear most usually comes from within.

It may crop up in different forms sometimes and very frequently politics has caused almost total disruption of strong and powerful unions.

Sometimes they overestimate their strength and become top heavy, which is usually fatal.

Then again political policies may divide an organization into factions which divides the strength and necessarily weakens its power.

Spies in the employ of the Manufacturers' Association who are holding union cards, and some have held office, do not cause disruption; they may sometimes cause a local union to take ill-advised and radical action, but usually spies are discovered in the end in time to drive the vile creatures out before they cause any permanent harm. Sometimes a fluent talker will lead a union astray, by advocating policies that are ideal, but impossible to secure. These men, as a rule, do not remain long in one place, but drift from city to city aspiring for leadership. Their power and influence is not lasting in any one locality because, in the slang of the street, they do not make good.

No employers' association ever disrupted a union if the members all observed their obligations and remained true to the spirit of unionism.—Rochester Labor Journal.

Correspondence

Our Duty of the Hour

Editor The Carpenter:

It is a very appropriate time, while the semi-centennial of the Battle of Gettysburg is being celebrated by fifty thousand Union and Confederate veterans, for those who, like the writer, were going to school at the time to inquire: What was it all about?

All one has to do to find out what it meant to have armies hundreds of thousands strong contending against each other, is only to read the immortal address of Abraham Lincoln, delivered at Gettysburg, to become aware of the fact that they fought "that government of the people for the people and by the people shall not perish from the earth."

Now that the Brotherhood of Carpenters is being sued by a combination of mill owners to decide whether they or the union are the authority to regulate the hours, wages and conditions under which the carpenters shall work, Lincoln's words take on a new significance. He did not say, that government of mill owners by and for mill owners should not perish from the earth. Were he alive today he would undoubtedly be with the union men as he was in the days of '61. He stood for liberty; just what the union men of today, worthy successors of the union men of '61-'65, stand for. The object of the slave owners then was to destroy the union and keep their workers in chattel slavery. The object of the mill owners now is to destroy the union of labor and keep their employes in industrial slavery. They resort to the courts, hoping to get the Dred Scott decision rendered again, "Black men have no rights white men are bound to respect." Workingmen have no rights corporations are bound to respect.

Will history repeat itself? It will to the extent that organized labor of the country fails to see and provide for the dangers now threatening. Public opinion must be aroused. Shall the people or the corporations rule? is the issue, and in the coming fall and future elections, the union men of the country must stand for the principles they are organized to maintain, and ignore all candidates who do not believe in the right of the people to rule themselves industrially as well as politically. Nothing makes public opinion in this country like votes.

The paramount issue with us should be: When those employed in any trade or calling through their accredited representatives make the rules and regulations under which they are willing to work, no other authority should be recognized, and their rules and regulations should have all the force of law. Industrial peace can be had on no other basis, and to the extent that we elect those who believe in this declaration shall we have a government of, for, and by the people instead of government of, for, and by mill owners. Then let us be up and doing, cheered by the words of the poet who said:

"For freedom's battle once begun,
Bequeath from bleeding sire to son,
Though baffled oft, is ever won."

Fraternally,

ALEXANDER LAW,
Local 340, U. B. of C. and J. of A.

A Rare Clock

Editor The Carpenter:

I saw the cut of Brother Webber's sideboard in the April Carpenter, and it is indeed a marvel. Thinking that perhaps you would like to print such things in your paper, I enclose the picture of a clock, of which Local Union 281 of the carpenters of Binghamton is justly

proud. It is a "Grandfather" clock; the works are of wood and are 130 years old. The case was made by George M. Harbinger, a member of L. U. 281. It contains 1,300 pieces of wood of ten varieties.

GEORGE M. HARBINGER.

Fraternally yours,

N. J. MAC DUFFEE.

Binghamton, N. Y.

Prices and Wages

Editor The Carpenter:

In the May number of The Carpenter a correspondent states some salient facts which, if placed into proper relationship, would be quite valuable and instructive.

It is true (as stated) that the same amount of labor expended today will make living easier than in former times. It is true that the ordinary man of today gets more out of eight hours than his grandfather did out of twelve, but it is also true that the man today produces more in one hour with the aid of machinery than his ancestors did a century ago. In those good old days it took twenty hours to make a pair of shoes. They are now turned out in twenty minutes. Then it took from six to eight hours to produce a sack of flour, which is now produced in thirty minutes. It took five days to harvest an acre of wheat with the aid of a sickle. Today a machine will cut, thrash, and sack one acre in twenty minutes. A modern locomotive with a crew of four men will transport 400 tons of freight 150 miles in ten hours. If a coolie could carry fifty pounds three miles per hour for ten hours, it would require 16,000 coolies to do the work of one locomotive and four men. So much for facts. Now, let's carry these facts to their logical conclusion.

When the cobbler a century ago exchanged a pair of shoes with his farmer neighbor he got the equivalent of value in time. For the twenty hours' work it took him to make the shoes he got twenty hours' worth of wheat, or about four bushels. While it takes only twenty minutes to turn out a pair of shoes retailing for $4.00, the worker getting 25 cents an hour must toil sixteen hours in exchange for those shoes.

Although it takes but thirty minutes to produce a sack of flour, the laborer at $2.00 a day must work from six to eight hours to get that flour. With but slight variations, you can go down the line ad infinitum.

But let me give you another phase of modern industry. It takes only thirty-five single day's labor to make an automobile that sells for $800 or $1,000. Supposing that the average wages (much too large) of those making the auto is $4.00 per day, a man would have to toil 200 days to buy back the auto he made in thirty-five days.

Something was said about the high cost of living. The fact is that prices have gone up 60 per cent. since 1896, while wages have advanced only 20 per

cent. This is equivalent, relatively, to a reduction of 33 1-3 per cent. Where formerly I worked one hour to buy a given commodity, I now must work one hour and twenty minutes.

These things will not adjust themselves automatically, no matter how hard we try to deceive ourselves in such a belief. Fraternally yours,

A. G. GROH.

San Diego, Cal.

Progress at Youngstown, Ohio

Editor The Carpenter:

We have made wonderful progress here during the past few months. From the time the General Office sent an organizer here up to the present time we have initiated 528 new members and received seventy-five cents per day increase in wages—twenty-five cents on May 1, 1912, and fifty cents May 1, 1913. Our present membership is about 950; of this number, there are over one hundred in arrears.

We experienced little or no trouble in getting the latest increase on May 1 of this year. There are mountains of work here and carpenters are at a premium. We have at the present time one of the best Building Trades Councils in Ohio. The Plasterers and Stone Cutters are the only crafts not affiliated. The Plasterers will have delegates at our next meeting, and I think we will have the Bricklayers in a short time. If we accomplish this, a man will have to carry a card to breathe in Youngstown.

At our regular meeting on May 22, we voted for an assessment to go into an organization fund to organize the western portion of our district, comprising Warren, Ohio. This latter town is in a deplorable condition, out of two hundred carpenters only thirty-seven belonging to the union. They have made several appeals to the General Office without results. They made a final appeal to our District Council sometime ago, stating their charter would have to be sent in if help was not forthcoming immediately. The result was that each local in the district assessed its members for the purpose of paying a man to organize Warren. They have made a gallant fight to hold their charter and deserve all the help they can get. We hope in the near future to boast of one of the best councils in the brotherhood.

We also have a Building Trades Council here that is hard to beat. On Friday evening, June 6, 1913, the Building Trades Council will hold a mass meeting in the Carpenters' new hall, 259 Federal street. Every trade is working hard to make this meeting a success.

Fraternally yours,

H. I. HUNTER,
F. S. and B. A., L. U. 171.

Youngstown, Ohio.

A Real Worker

In naming David J. Lewis of Maryland as chairman of the House Committee on Labor the Democratic party has done a great service for the American workingman. The action is being acclaimed on all sides in Washington, D. C., where it is generally recognized that Mr. Lewis is the fittest man in Congress to head this important committee. He will prove a tower of strength for American labor in Washington.

Representative Lewis is "Davy" Lewis to all who know him. When he approaches legislation affecting the interests of the workingman it is not as the analytical lawyer, but as the man who has experienced the toil, the struggle, the sweat and dust of labor and its hopes and ambitions. He knows the needs of labor from long and painful contact. Davy Lewis himself was the victim of the cruelest form in which human beings are exploited by capital—the child labor treadmill.

Born of Welsh parentage, when Davy Lewis was nine years old the poverty of his parents sent him to work as a helper in the coal mines of Pennsylvania. Deprived of the play and sunshine by which most children develop, and robbed of opportunities for schooling, Davy Lewis

spent his entire boyhood in the grime and darkness of the coal mines.

It stunted his body, but it could not quell his spirit. Like a moth trying to escape from its cocoon, Lewis struggled for fourteen long years to get to the sunlight. And when he finally did emerge it was to display a body dwarfed and thick of muscle, but a mind rare among intellects.

How he effected his escape, learning to read in Sunday-school, then reading ravenously all the books and publications he could get, finally studying Latin and law simultaneously, much of it by the light of the miner's lamp on his cap, need not be mentioned here. Nor how as a struggling lawyer at Cumberland, Md., he began the study of railway, express, and postoffice statistics and economies as a hobby.

The fact is that he mastered the subject as it seldom has been mastered, and when he made his first speech in Congress, about two years ago, it stamped him instantly as the greatest authority on parcel post who had ever served in Congress. Even the last Republican administration acknowledge his superior wisdom on the subject.

See how things came about! Lewis studied railroads and express companies and finally the postoffice purely as a diversion—because it interested him. He was elected to Congress, the same Congress that passed the parcel post law. And the knowledge that Davy Lewis acquired in those long years in his dingy little Cumberland law office placed in the present parcel post law every good feature it possesses.

As the bill was drawn by Senator Bourne, it forbade the carrying of farm produce by parcel post. Due to the insistence of Lewis farm products were admitted; but most important of all a paragraph was inserted giving the Postmaster-General full power to change at will all rates, zone limits and classifications, making complete postal express entirely possible without another act on the part of Congress.

Such has been the public service of Davy Lewis in one term in Congress. And now, at the beginning of his second, he finds himself at the head of the important labor committee. His interest in labor legislation is naturally intense, and in that big brainy head of his he has many plans for legislation to make the burden of labor lighter.

Senator Defends Toilers

While the State of New Hampshire still has its Gallinger in the United States Senate, that commonwealth has shown it is marching with progress by electing a man like Senator Hollis, who delivered a speech in the Senate favoring an investigation of the West Virginia mining district. Senator Hollis said, in part:

I understood it to be conceded the other day by the learned Senator that nothing but a serious emergency would warrant the Governor in placing a district under military control, but that he insisted that such an emergency did exist. It is claimed on the other side that no such serious emergency as would fairly warrant the Governor in suspending the civil law existed in West Virginia. It is claimed that men are now being forced by the military authorities to work in the mines against their will. It is claimed that Mother Jones was detained without a fair trial and without knowing what the findings against her were. It is claimed that the resumption of government in West Virginia in accordance with American standards has been unduly delayed.

I believe, Mr. President, all reasonable men are fairly agreed upon the legal and ethical principles that should be applied to a situation like this. So far as I know, no one contends that a man has a right by violence to endeavor to advance the object of a strike. I have never heard a labor union man claim the right to interfere by force with other workmen who wished to work, or to injure the property of his employer. I am well aware, however, that there have been frequent occasions when labor union men

have damaged property and when, by violence, they have prevented "scabs" from working, and when they have assaulted and injured such men.

I do not defend such violence. I am sorry when I hear of it, and I know the leaders of union labor disapprove of it as much as anybody in this chamber. They understand that crimes against the law prejudice the public against their movement, and they know that such crimes interfere with the objects for which they are working. But violence is not confined to laborers who are out on strike. There have been deeds of violence in this very chamber. A prominent banker of the city of Washington was brought before the bar of the House of Representatives only a few days ago for committing an assault upon a member of that body. It is unfortunate, but it is true, that violence is confined to no class.

When we are considering the rights and the temptations of striking laborers we have a great many things to take into account. They strike to obtain better wages, or otherwise to ameliorate the conditions under which they work. They do not strike lightly. They know that if strikes are protracted they and their families will suffer. They know that, no matter how long the strike is protracted, their employers will not suffer the pangs of hunger, will not go without any reasonable comfort, or even luxury.

I hope no member of this body will ever sit at the bedside of a dying wife or child and know that that precious life is ebbing for lack of nourishing food or proper medicine, while he sits idle from lack of work. I hope I shall never be stirred to acts of violence by scenes like that. But I hope if I am so stirred I may be tried before a court that is established by the law of the land, and that I may be reasonably and properly punished according to the law of the land. It is such conditions such as these that we should investigate.

I believe we all agree that military control is not desirable, although at times it is necessary. I believe we all agree that striking workmen ought not to resort to violence, but sometimes they do. I believe we all agree that the powers of the government ought not be used to help out capitalists in their struggles with organized labor, but should be used merely to preserve the law and to prevent violence. I think we all agree, Mr. President, that lawlessness on one side, and I care not which, begets lawlessness on the other side, and I think we all agree on the efficacy of publicity and of public opinion.

Now, then, with no practical dispute as to the legal principles involved, with little agreement on the facts involved, we are asked to investigate the facts, apply legal principles so far as we may, and to ascertain whether government according to the usual American standard has been unreasonably suspended, and whether the constitutional rights to life, liberty, and property under due process of law have been unreasonably overthrown.

My Creed

(By R. C. Harris.)

I believe in the stuff I am handing out, in the organization I am working for, and in my ability to get results. I believe that honest stuff can be passed out to honest men by honest methods. I believe in working, not weeping; in boosting, not knocking; and in the pleasure of my job. I believe that a man gets what he goes after; that one deed done today is worth two deeds done tomorrow, and that no man is down and out until he has lost faith in himself. I believe in today and the work I am doing, in tomorrow and the work I hope to do, and in the sure reward which the future holds. I believe in courtesy, in kindness, in generosity, in good cheer, in friendship, and in honest competition. I believe there is something doing, somewhere, for every man ready to do it. I believe I am ready right now—to go after a new member and boost the Carpenters' Union, the greatest labor organization in existence.

How about you?

News Notes from Local Unions

Notice

Carpenters, stay away from Medicine Hat, Alta., Can. Conditions are still very unsettled in this locality. L. U. 1061.

All carpenters should stay away from Corpus Christi, Texas, for at least sixty days on account of demand which we are making for better wages. L. U. 1423.

Stay away from Lansing, Mich. There seems to be an unusual number of stray carpenters in this place this summer. We have plenty of men to handle the local work. Help us by staying away. L. U. 1449.

All carpenters are requested to stay away from Springfield, Mo., on account of a lockout existing there since May 1. If any more carpenters come here, it will only mean added hardships on themselves and those that are already here. L. U. 978.

Traveling carpenters and joiners, stay away from the city of Montreal, Que., Can. There are more carpenters and joiners here than are required and more are coming every day and from everywhere. All are directed here under misrepresentation as to real conditions in this place. Montreal District Council.

Brothers, stay away from Memphis, Tenn. We have no special trouble here at the present time, but we are overrun with non-union carpenters and are endeavoring to organize the town. With new men constantly coming in, this would be almost impossible. So please help us by staying away from here until further notice. Memphis District Council.

Brothers, please stay away from Evansville, Ind. We have not yet reached a settlement with the contractors, though we have hopes of reaching an agreement in the near future. It seems that everybody is advertising for carpenters to come to Evansville, and, if you answer these ads at the present time, you will be greatly injuring the chances of our members in obtaining their demands. L. U. 90.

The general contractors of Kansas City and vicinity have inaugurated a lockout of the carpenters and all other members of the Building Trades Council. They say that they must break up the building trades, as the unions are getting too closely cemented together. This lockout went into effect June 9, 1913, and the bosses have stated that they will not be satisfied until they have broken up our Building Trades Council. Brothers, stay away and we will win the greatest victory that was ever won in this vicinity. Kansas City District Council.

Lakeland, Fla.—Owing to our coming trade movement, which takes effect July 1, and also to the very dull period we are experiencing now, we wish all traveling brothers to avoid Lakeland. In doing this, you will aid us to get better conditions.

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Bridgeport, Conn.—Carpenters, please stay away from this place. Conditions here are very bad and a number of our men are idle. Work is very slow for this time of the year and strangers are being given the preference by the builders. Help us by staying away.

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Springfield, Ill.—There is a general strike on here among the members of the Building Trades. On the morning

of June 12 a huge mass meeting was held in I. O. O. F. temple, more than 1,000 men, representing every trade union affected, being in the hall. International Organizer George H. Lakey and all the local officers spoke to the strikers, urging them to "fight it out to the finish." The carpenters are determined to do away with the "open shop." All the other building trades are standing solidly for them and the Plasterers' and Bricklayers' local, which is not affiliated with the Building Trades Council, has offered the strikers its sympathy and support.

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Birmingham, Ala.—The strike of the unions composing the Building Trades Council, which commenced May 19, has been one of the most effective ones ever inaugurated in the Birmingham District. About eighteen months ago the contractors organized under the name of the Building Contractors' Association. One of the objects of the association is to make Birmingham an open-shop city. On the first of May the building contractors locked out the carpenters, although they claim that the carpenters struck, and on May 19 the Building Trades Council, believing that every union man's job was at stake, called a general strike after having been unable to secure an amicable adjustment with the Building Contractors' Association. The building trades have time and again offered to arbitrate the differences, but the Builders' Association has refused all overtures. The strikers in Birmingham today are in splendid condition. There is not a union in the Building Trades but that has increased its membership, some of the unions having been doubled. Over 250 carpenters have joined the Carpenters' Union since the strike began. As a result of this contest, another Builders' Association has been formed, which has for one of its objects the settling of wage scales and hours of labor by an amicable agreement with the Building Trades Council. This latter association has already over fifty master builders in its membership, and is rapidly increasing.

Due Book Lost

Brother J. C. Arwood, of Local Union 225, Knoxville, Tenn., who was initiated May 26, 1913, lost his due book or had it stolen while traveling.

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Information Wanted

G. M. Haight, of Etna, Pa., a member of the Brotherhood, deserted his wife and two children on April 13 and has not been heard from since. He is 36 years of age, 6 feet in height, and of a rudy complexion, with light brown hair. He is of a rather slender build for his height, weighing about 165 pounds, sometimes wears a moustache and has no teeth, is of a disagreeable disposition at times and is quite a heavy drinker. Send any information in his regard to Mrs. G. W. Haight, 78 Locust St., Etna, Pa.

Samuel Golden, a former member of L. U. 1191, Detroit, Mich., was granted a clearance card from that local on June

SAMUEL GOLDEN.

2, leaving the next day for parts unknown with the wife of another member of the same local. Neither Golden nor the woman have been heard from since. It seems that this is not the first time that he has committed this offense, as, from information received, he was expelled from the State of Ohio for a like reason. The accompanying picture of Golden is a good likeness. He generally, however, wears glasses. Look out for him. J. I. Robinson, secretary, Wayne County D. C., Detroit, Mich.

A. Nietsch, a member of L. U. 637, Hamilton, Ohio, disappeared from that place a short time ago with the tools of his partner in work, M. Huprich, a member of L. U. 209. Nietsch stole the tools

A. NIETSCH.

while Huprich was away at his wife's funeral. No trace of the missing man has been found. Send any information in his regard to John Scheele, R. S., L. U. 209, Cincinnati, Ohio.

An Imposter

John Manning, a former member of L. U. 200, Columbus, Ohio, and who was granted a clearance card from that local, which was accepted by L. U. 51, of New York City, fraudulently obtained a donation of money and other help from the members of the latter local by posing as a victim of the recent Ohio floods, disappearing immediately thereafter. He later turned up at Stapleton, N. Y., where the members of L. U. 567 gave him a donation of $10 and secured a job for him. In like manner, he imposed on several other New York locals. He was last heard of in Richmond, Va., where he was said to be at work. Local Unions should be on the lookout for this imposter. L. U. 51 has refused to grant him a clearance card. F. D. Lambertson, R. S., L. U. 51, New York City.

The strike of the carpenters in Fall River is becoming a serious matter for the city. The building operations are completely tied up. It is reported that the bosses have refused to consider arbitration and will not grant any concessions. This may be true. In any event the men themselves seem to be equally firm in their determination to get better conditions. The blame for this whole trouble is laid at the door of the Fall River Builders' Association. It is too bad that this and other associations of employers cannot take a leaf from the book of relations between the International Typographical Union and the publishers of the newspapers of the country. In the printing industry both sides get along without friction. A recognition of the fact that labor organizations have come to stay, by the Builders' Association, and that it is possible to get along harmoniously by being on the level with each other, would mean progress and profit to both in Fall River. We hope the builders will soon be convinced that there are better ways of spending any surplus energy than fighting each other. Each needs the other if success is to come to either.—The Artisan.

Wilson and His Department

William B. Wilson, Secretary of the Department of Labor, has given out an interview which indicates the position he will assume in establishing the department as a distinct factor in the administration's progress. It is of peculiar interest, as Secretary Wilson must blaze his own trail, and his views are of great moment. It follows:

"We have scarcely started; we are in the formative stage; our duties are assigned to us in the organic act. But one of these duties, namely, 'prompting the welfare of the wage-earners of the United States,' is so general in scope that it will very naturally lead to several lines of endeavor not now anticipated. As for the specific duties assigned to the department, I regard that as most important which deals with our right to act as a mediator in labor disputes and to appoint conciliators, if I may so describe them. This is what makes me feel that the Department of Labor is intended to promote industrial peace. I

see in the scope of the department a future of service that will undoubtedly cause it to be ranked high in the opinion of the nation.

"Capital and labor are partners. Capital without labor is ineffective. Labor without capital is idle. Capital is an inanimate thing. It represents the cumulation of the unconsumed product of previous labor. On the other hand, capital is the means by which labor can live until the products of its efforts can be realized on. Capital, the inanimate thing, can produce nothing except by providing opportunity for labor. Therefore, capital and labor to be effective must serve each other.

"This leads naturally to an important statement, the force of which is sometimes overlooked. As capital and labor each must serve the other, then each must have voice in determining the terms of partnership. It is here that we have had trouble in the past. In our disputes we have confused the meaning of the words 'mutual' and 'identical.' The interests of capital and labor are mutual —they are not identical. They are mutual in seeking the greatest production by the expenditure of a given amount of effort. It is only when it comes to a division of what has been produced that their interests diverge.

"Here is where the opportunity exists in this country for these two mutual interests to sit down in the council chamber of judgment and work out a division that has regard for the proper rights of each. Consequently, I look forward with great assurance to the future of this department. It must tend toward industrial peace. Mutual understanding depends upon mutual explanations. The duty of this department will not lie in the direction of deciding difficult questions, but rather in the direction of bringing together those whose interests are mutual and who will therefore gain by being brought together.

"It seems wise for me to emphasize that this department is not bound to favor any and every scheme that may be brought under its notice. As I said before, we are not to decide; we are to bring together. The department is not built for today. It is built for all time, and therefore must plan, not merely for the immediate gain, but also for the permanent welfare of the workers.

"As I see it, the average thinking man, who contemplates for a moment the difficulties under which labor has carried forward its tasks in the past, would concede the truth of the general statement, 'every man is entitled to the full social equivalent of what he produces.' The problem, however, is to arrive at that figure, and it is in such direction that conciliation and discussion will render their great services. Let me illustrate the problem by drawing attention to a finished locomotive as it stands on the rails ready for service. That locomotive is the collective result of the activities of nearly all elements of organized society. The man in the ore beds, the miner of coal and producer of limestone and feldspar, only touch the side of the raw material. The organized efficiency of the blast furnace, the intricate labor of the foundry, the vision of the inventor, all find a meeting place in that construction of mechanical skill.

"But I have not touched at all upon the interest of the educator, of all those along the way who had to do with the labor of production. I have not referred to the minister who looked after the spiritual interests of all those who had any task to perform in connection with this finished product. When all these are included I still have made no reference to the farmer, who through his performance of social duty has rendered it possible for those who labor in mechanical lines to live on food raised far outside their home town. Then as the link of all these apparently unrelated activities comes our transportation system. How can it be possible for us to blind our eyes to the fact that every finished product is the result of an interplay of social functions, touching every phase of society? Thus arises the complicated question as to what is the full social equivalent of what a man produces.

"The modern industrial method is too complicated for any man or set of men to decide that a solution of all trouble has been found. Therefore, I look forward over the future of the Department of Labor as a means of helping to bring nearer year by year the goal of complete social justice. This surely must be the ideal of those who regard humanity as something too sacred for selfish exploitation.

"What I have said relative to the locomotive as a type illustrative of the activities necessary to produce one result leads me to state most emphatically that labor is the producer of all wealth, but to add with equal emphasis that muscular labor is not the only form of labor. The influence of the mental concept must not be lost to sight; the productivity of labor as affected my management; the foreseeing of a machine in the mind of the inventor; all these things, it seems to me, represent labor.

"One of the greatest services that can be rendered by the nation to labor of the muscular kind is in the direction of efficiency and that is why during my congressional life I gave whatever support I could to the subject of vocational education. I am glad to see that the Page bill has been reintroduced and to know that the friends of vocational education are striving to bring into it some changes that may produce prompter action on the part of Congress. But whatever Congress, in its wisdom, may do the fact remains that the greatest strength to come to our nation is in the direction of efficient life on the part of the majority. Our high schools are producing students for colleges and for professional life. They are only a small proportion of the student force of America. Those who do not reach high school are the vast majority. It is of that vast majority that society must think in order that the lives of the many may become efficient. I strongly favor Federal funds being placed at the disposal of those States that will contribute similar funds to produce an educational change which is essential, now that our nation has taken on a distinctly manufacturing type of development.

"As one who came to America in childhood, led by parents who saw in America a land of hope, I share in common with others some apprehension at the apparent loss of simplicity in our national life. Yet I must hold to the hopeful belief that ultimately there will be restored to this country some of the simplicity that once characterized it and which preceded our artificial lines of social cleavage. We gain nothing by the separation of classes. We lose the common touch. I am confident that simple democracy will increasingly commend itself to American thought as a means of holding us together as a nation, strong in our respect for mutual rights and for individual hopes."

What the Label Stands For

The union label stands for home industry, the protection of the interests of labor, the protection of just and honorable employers from competition by cheap-labor rivals, fair wages for the toiler and better trade conditions generally for both employer and employe. It guarantees the worker a better living, shorter hours, better conditions and more money for the necessaries of life—the true foundations of general, lasting prosperity. It is the trade mark of industrial prosperity and the symbol of living wages and humane conditions. Its presence is the death certificate of slavery and starvation, and it should be sought and encouraged in every possible way. If the organized toilers themselves do not support and uplift it, who in the name of heaven can be expected to support and uplift it?

It is the sacred duty of every union man, woman and sympathizer of either sex to buy nothing but what bears that sterling mark of honest workmanship and living wages. It is the only protection of the toiler and the foundation of the entire category of benefits he is deriving from being in the union ranks. Don't forget this when you are again buying, no matter what.—Exchange.

LOCAL UNION 183, PEORIA, ILL.

LOCAL UNION 644, PEKIN, ILL.

Trade Notes

Successful Trade Movements

Chester, Pa.—Our movement for better wages was readily acceded to by the contractors. This gives a minimum rate of 45 cents per hour, with a forty-eight-hour week.

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Bay City, Mich.—Our demand for an increase from 40 cents to 45 cents per hour was successful, and, in addition to the higher wage, we received the Saturday half-holiday.

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Northern Massachusetts—Our strike was declared off on June 9, our men having obtained the desired increase from $3.28 to $3.50 per day. The District Council here is in good condition.

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Erie, Pa.—Our demand for the eight-hour day at the same rate of pay as for nine hours—$3.60 per day—was successfully settled, the employers agreeing to an increase of 22½ cents per day.

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Alliance, Ohio—We are very glad to state that the Contractors' Association has signed up with us and everything is satisfactory. The strike was called off. We obtained all our demands.

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Bennington, Vt.—The strike in this place started in April, 1912, for the eight-hour day was satisfactorily settled this spring by the District Council of Berkshire county, Massachusetts. The contractors held off for a year, but finally had to give in.

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Salem, Mass.—The movement of the North Shore District Council for an increase in wages for both carpenters and millmen has been successful. We had no serious trouble of any kind, and everything is now going along very smoothly. The carpenters all seem to be working and at the new minimum of 50 cents per hour.

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Mount Carmel, Pa.—Our committee and the contractors had a meeting on June 5 and 6 and reached a satisfactory agreement. The lunch time has been adjusted by taking the three-quarters hour from May 1 to November 1 and one-half hour from November 1 to May 1. All other articles in the agreement were most satisfactory to us. The men resumed work on June 9.

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Janesville, Ohio—In our demand of June 1 we asked for a wage of 40 cents per hour and the union shop. The contractors offered us the advance to 40 cents, but refused us the union shop. As a result the boys working for four firms walked out on June 3. On the following day the contractors agreed to hire union help whenever such is obtainable and on these terms the strikers returned to work. Everything is going along here in nice fashion at the present time.

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Berkshire County, Mass.—Our demand for an increase in wages for the four towns of Great Barrington, Lee, Adams, and North Adams, to take effect May 1, was granted without any trouble, the contractors evidently recognizing the justice of the demand. The condition in Pittsfield, this county, is very bad from a union point of view. There is no building boom on there, and more than half of the work there is being done by non-union contractors. L. U. 444, of that place, has about 240 members on its books, but only about eighty are in good standing.

Sydney, N. S., Can.—The strike of the factory workers in this place for better conditions was satisfactorily settled on May 28. We had had a conference with the management of Rhodes, Curry & Co. on the 26th, and, as a result, had a compromise offer from the two firms affected, calling for nine and a half hours for five days and eight and a half on Saturdays, or fifty-six hours per week in all. This proposition was submitted to the L. U. that evening and they decided to accept it provided that certain guarantees were incorporated in it, viz., that there should be no reduction in pay under any conditions and no discrimination. This the employers agreed to concede, but refused to sign an agreement to that effect. At a special meeting on the 28th the workers agreed to accept the fifty-six-hour week and the verbal guarantee of the employers to these conditions. Work was resumed in both factories on the morning of May 29, thus ending the strike. The concessions we have received are gratifying. One of our opponents was the third largest industrial concern in the Dominion of Canada, and therefore it is certainly a matter of congratulation that a few men have obtained these concessions. Our men held together very well, and we feel that, although we did not obtain all we went out for, yet the results obtained were worthy of the effort made.

Redfield Speaks Out

At a recent meeting in Washington, D. C., of the National Association of Employing Lithographers, Secretary Redfield of the Department of Commerce accepted an invitation to address that gathering. It seems that the National Association of Lithographers, in expressing itself on certain tariff reductions, stated that it would mean "that workmen would be turned out of jobs and that wages would go down and that longer hours would be instituted." Taking this for his text, Secretary Redfield said: "If I grasp the public mind at all clearly, it holds unfavorable views toward reduction of wages, except under the direst necessity. As, therefore, the reduction of wages has direct social effects, and as the public has the right to efficiency in their factory service, the department has undertaken to find out whether the facts do or do not justify the threatened reduction. Observe that in saying the facts one does not merely mean the facts as they are, but also the facts as they ought to be. Operating with bad equipment, with unscientific treatment of material, with antiquated methods, in poor locations, with insufficient capital, and general ineffective management will not be esteemed a satisfactory reason for reducing wages. I have spoken frankly, gentlemen, on this particular line because I received a circular issued under the auspices of your own association. Your association has been as frank as I, and your statement was made first. If in the final result your assertions are put into effect it may become the duty of the Department of Commerce to inquire into your business methods."

Poor Support

Kin Hubbard, the Indiana humorist—one of them, that is to say—once was assigned to cover a performance of "Uncle Tom's Cabin." Hubbard had his brain child, old "Abe Martin," report the play. This was the critique: "'Uncle Tom's Cabin' played down t' Melodeon hall las' night. Th' dogs was good, but they had poor support.'—Everybody's Magazine.

The intelligent American workingman has one object in view—to be given steady employment at satisfactory wages—and wages to be satisfactory must permit him to become a property owner; to buy his house; to properly school his children; to share in the prosperity of the country. He isn't the implacable foe of capital. He knows that there must be capital invested in industry else there will be no employment. What he desires is to live at peace with his employer and to be given fair treatment.—Iron City Trades Journal.

Craft Problems

Roller-Bearing Bit Holder

(By D. Andrew McComb.)

It is difficult for some persons to hold a plane bit at the proper angle while whetting it. Here is a device that will make the job easy and simple. The principle is the same as that of the "Jewelers' Graver Holder." First, the carrier

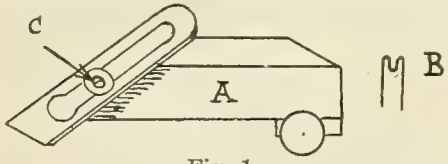


Fig. 1.

board, Fig. 2. The size must be according to the size of the whetstone. For a stone 1x2x8 make the board ⅞x3½x15 inches. Get from a tinner two strips of heavy galvanized iron, 2x15 inches, and have him to cut the edges straight and smooth and punch holes a half inch from one side. Screw these to the sides of the board. See Fig. 2.

Make block A Fig. 1, 2 inches thick by 7 inches long and 2¾ inches wide. Cut the angle so that when the bit is placed against the face of the block the bevel of the edge will be in line with the bottom of the block. Nail on an extension

Fig. 2.

block A, Fig. 1, 2 inches long. Get two common sash-pulley wheels, about 2 inches in diameter, and a piece of iron rod that will drive tight into the wheels. With the wheels and rod make a little truck just wide enough to run on track A in Fig. 2. Cut a groove across the bottom of extension block A, Fig. 1, deep enough to let in the truck axle. From a wire make two staples like B, Fig. 1, and sink one in at each end of the groove for bearings. Put in the truck and drive a common small staple over it at each end. At C, Fig. 1, put in a heavy screw with a washer under it to hold the bit.

To use it, place the stone between the track as A, Fig. 3. Put the bit on the

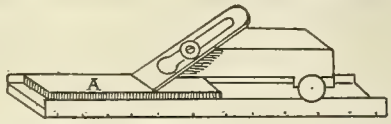


Fig. 3.

block and slide it down until, when the wheels are on the track and the bit rests on the stone, the block will stand level. This preserves the original bevel to the tool. If desired to change the cutting angle of the tool, it can be made shorter by raising the bit on the block, and, if the bevel is to be made longer, slide the bit down on the block. This device gives free use of the entire length of the stone. If the stone slips, a small nail at each end will steady it.

How to Make Centers for Arches

(By Owen B. Maginnis.)

This branch of the carpenter's trade is rarely touched on, being evidently too menial for so-called modern advanced science; yet it is just as important and essential to perfect building as any other detail, so it must be duly considered.

Primarily, "centering" might be described as an art employed in building and engineering construction to supply, by means of wood or timber work, temporary auxiliary structures on "false work" to support the voussoirs or parts of stone, brick or concrete until the mortar or cement has hardened and become set and safe. These supports are termed "centers," and must be constructed of correct geometrical shape, and in a way, both by nature of the form and material

employed to fully and safely carry the superincumbent weights which are to be placed upon them.

They must be fixed firmly in place, and yet, as they are for only temporary use, provision must be made for gradually lowering them in order to remove them when their mission is fulfilled.

There are many kinds of centers required for different designs of arches, reaching from the simple brick lintel to complex groin—all of which demand care, thought, and the most accurate workmanship in their form and construction.

In an attempt to illustrate principle and show methods of construction, I will commence at the simplest form, namely that represented at Fig. 1, and while this

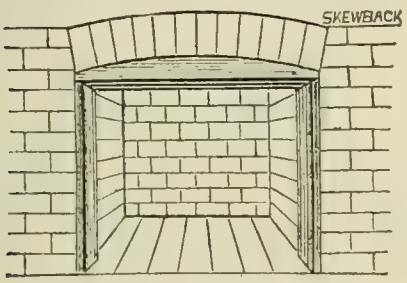


Fig. 1.—Simple Fireplace Center.

example may be considered elementary and is certainly easy to comprehend, it involves the true system of "centering."

The view shows an open cavity, or fireplace, 2 feet 6 inches wide and three feet high over which the bricklayer has to build an arch, or brick lintel. To construct the center necessary for this purpose, the carpenter would first use a piece of 2-inch or 1¼-inch spruce or pine two inches longer than the width of the opening between the jambs and would joint one of its edges. He would then square across both ends one-sixteenth

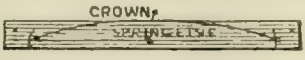


Fig. 2.—Getting the Curve.

inch shorter than the width of the opening, and draw a parallel line to and one inch from the jointed edge as shown in Fig. 2. He would then divide this length into two equal parts and square across the division point. Then, laying the board down on the bench and tacking it there, he would drive three nails, one at each springing where the curve cuts the parallel line, and one at the crown or middle point indicated; by bending a pliable lath around the three nails, the required curve could be marked with a lead pencil.

A compass saw or band saw should be used to saw out the curve and it should

Fig. 3.—Another Form of Center.

be neatly smoothed with a plane or spokeshave. Another simple form is seen in Fig. 3.

To "set" the center, let the carpenter proceed to make the frame shown in Fig. 4. The upright being 1½ inches by 4 inches and place in the opening as Fig. 1, keeping the front edges flush with the

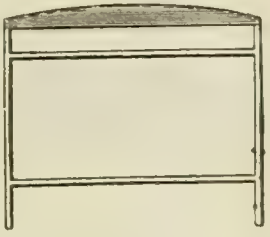


Fig. 4.—Center and Supporters.

face of the brick jambs. Two braces must be driven in between them to hold in place, and the center could then be correctly leveled by applying an ordinary carpenter's level to the bottom side of the center—whichever end may be low may be wedged up.

When the bricklayer has the arch turned and the mortar has hardened the center may be "struck" by gently knocking out the cross-braces and then forcing out from the jambs to the middle of the opening. By this means, it would be lowered uniformly.

Fig. 5 represents a small segmental arch spanning a door or window opening. It is presumably 2 feet 8 inches wide

with a rise of 12 inches and the wall may be assumed to be eight inches thick. To make a center of this kind, let the carpenter proceed as follows: A sound, rough board one inch thick equal say twelve inches to the width of the rise may be procured and the center found by the process shown to the right in Fig. 6.

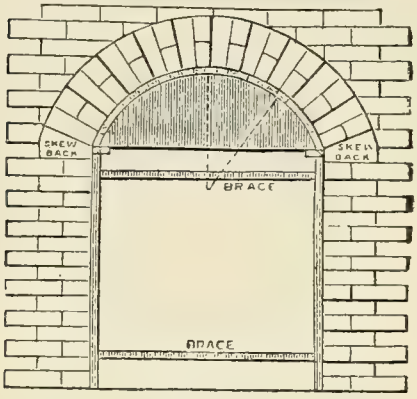


Fig. 5.—A Window or Door Opening.

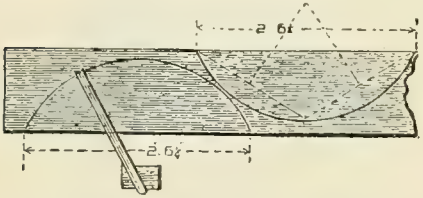


Fig. 6.—Striking the Curve.

The curve may be struck either by a regular trammel rod and points, or, in the absence of these, an ordinary rod equal in length to the radius of the curve, with a brad awl driven through the middle of it, close to one end. A lead pencil will do, but a block equal to the thickness of the board must be placed at the awl end to sweep the curve.

The spring line in this case would be 2 feet 6¼ inches long, or 1⅞ inches less than the width or span of the arch, in order to allow for the thickness of the battens or lagging forming the top of the center which supports the soffit.

These would be seven-eighths inch in thickness and one would come on each side, thus making it necessary to allow twice seven-eighths, so that the curve may be struck in this manner and the edge sawed neatly and squarely to the

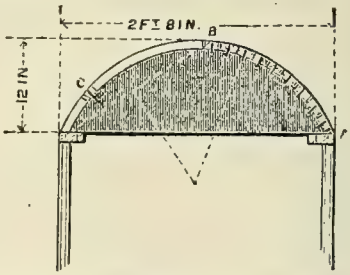


Fig. 7.—Construction of the Center.

line. By always using one as a pattern, as many as needed can be cut out, two for each center. By setting these curved bearers on their bottom edges, three temporary battens, as A, B and C, can be nailed on, using two-inch wire nails.

Fig. 8.—Bottom View of Center.

Then commencing at A, the other battens may be nailed on edge to edge, or one-quarter inch apart, keeping the ends flush with the bearers as shown

Fig. 9.—Top View of Center.

in Fig. 8. Two tie cleats must also be nailed across the bottom edges as Figs. 8 and 9, and the frames are then

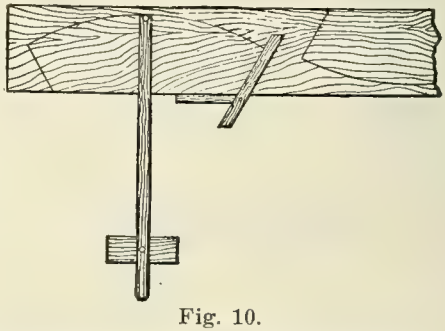


Fig. 10.

Striking out the Curves of the Bearers.

set in the openings and carried on uprights and shored into a fixed position in the manner shown at Fig. 5.

Fig. 10 shows the application of the block, and how the pattern piece must be placed on each board to avoid wasting the timber and extra labor in sawing out each piece.

Cornice Details

(By J. Barry.)

—Box Cornice With Plancher or (Plancier) Level—

The principal object in designing the eaves of a building (as in the projection and finish of the same) is a watertight job, also provision must be made for carrying off rain and snow.

In the two sketches I send you, No. 1 represents what is known as a "Box Cornice," the ends of the rafters being boxed in, the plancher being nailed up to short pieces of ceiling joist, nailed from studs to rafter ends, as shown in Fig. 1, care being taken to nail facia straight after those short joists have been cut off to line.

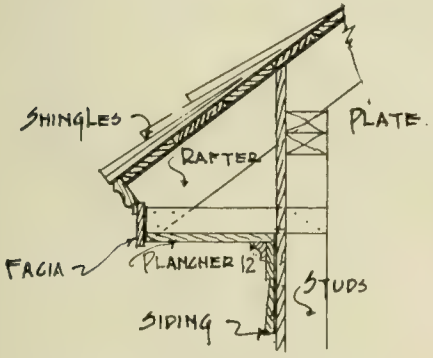


Fig. 1.

I have omitted gutters in this cornice, although galvanized iron troughs can be used on iron brackets, screwed to facia.

Be sure and have such gutters well below projection of shingles so that snow may slide over.

—Showing Inclined Plancher—

In sketch No. 2 I have shown the plancher nailed to bottom of rafters as

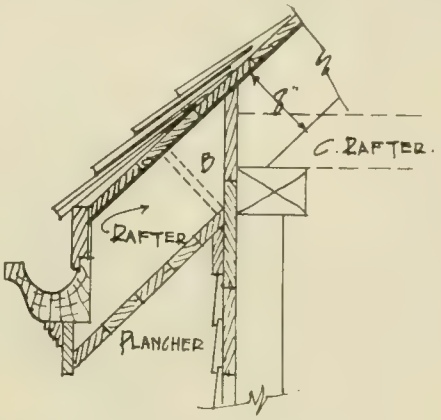


Fig. 2.

advantage, or plancher may be dispensed with altogether by nailing a board tightly between rafters as shown at B. A cover or bed moulding should be nailed up tight along inside edge of plancher.

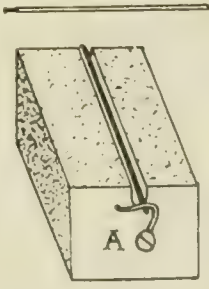
The wooden gutter shown in sketch is quite common in the eastern states, being made of cypress, specially cored, the cores being used for downpipe.

Tin must be used up under the shingles a couple of feet in order to make a good job.

Four-Way Sandpaper Block

(By D. Andrew McComb.)

Make a wooden block, size to suit you. Get a straight piece of heavy wire and cut it a half inch longer than the block. Saw a slot lengthwise in the middle of the block a little wider than the wire and



deep enough to leave a smooth surface after the paper and wire are in.

From a smaller wire make two hooks like A. Drop the wire into the slot and file a notch in each end and close to the block. Hang the hooks over the ends of the wire and screw them to the block. See A.

Take the wire out, wrap the sandpaper tight around the block, bring the ends into the slot, and press the wire down over it and turn on the hooks. You have four clear sides to use with very little waste.

Importance of the Bath Room

(By E. H. Clark.)

Not long ago a friend said to me: "When I am able to build a house and can only build four rooms, one of them will be a bath."

I have always recognized the importance of the bathroom, but since this very sensible statement by my friend, the idea has grown upon me.

Of course all modern homes are equipped with very convenient baths. It is especially to the working class of people, who are struggling for a home of their own, this article is aimed. I have known of a dozen houses built in my own town without a bath! True, the water system in the larger towns facilitate matters very much. But you can, in the small town, or in the country, have these joys and essentials even more so than your city neighbors. You can have better water for the bath. You can have soft water, which is far better for this purpose than city water. Just have a storage tank above your bathroom. It don't take very long to pump it full—enough for many baths.

When you build, by all means insist on the bath service. It is no more a convenience than a necessity. It will be impossible for you to enjoy the rest of the house unless you are well, and you cannot be well unless you are clean! Even savage races have set us an example in this respect, which, as a class, we have failed to follow. They considered it a binding duty to bathe daily—and they were strong and full of endurance. It comes first in the habits of a happy life. There is no question about it. Therefore, have your bathroom whether you have much else or not.

Of course, the diningroom, livingrooms and bedrooms should be as bright, cheerful and sanitary as architect and builder can make them, but the bathroom is the important one. The judicious and persistent use of the bath will do more to promote health and happiness in the home than all other agencies combined.

I shall not attempt to describe any particular style or make of bathroom furniture, or the arrangement of the same. There are many splendid fixtures on the market, and a competent plumber can adjust them to your joy and satisfaction. However, I will mention that one of the prettiest bathrooms I ever saw was a white one. It had no less than six coats of white enamel paint on the woodwork, white sanitos walls, and linoleum on the floor to match walls and woodwork.

You, who expect to build in the spring, even if your means are limited, put in the bath. If no other way, build the bath first, then build what you can to it. It will mean more to you than money spent in any other direction in the building line.

Primitive Working Methods and Tools in China

(By F. A. Foster, Instructor in the Engineering College, Tang-Shan, North China.)

During a visit to the interior of China, I was particularly interested in watching the natives at their work, and in the tools and methods employed. In some places I was fortunate enough to get photographs; in others, I made sketches for future reference.

In most of the workshops visited, it was too dark to get good photographs. The shops are small, and the tools and methods are those used for centuries.

Many of the things done or used here seem so directly opposed to what we have at home that one is inclined to call this "topsy-turvy land." In a way, this applies to all of this part of the world, Japan included.

—Pullee, No Pushee—

While in Japan, I was interested to see their carpenters sitting on the ground with a heavy plank as a bench and pulling their planes and saws instead of pushing them, as with us.

In the case of the saws it seems a rational way, for the pulling motion produces a straighter cut and a thinner saw can be used. The saws were nearly all of the frame sort, much like our bucksaws.

—Folding and Other Saws—

On the steamer at Yokohama, I bought a small saw from a peddler. A sketch of this is shown in Fig. 11. It folds up like a knife. The blade is very thin and is used with the pull action. The frame would be better if it were a little stiffer, but I found it quite a useful little tool on several occasions. The steel seems to be excellent.

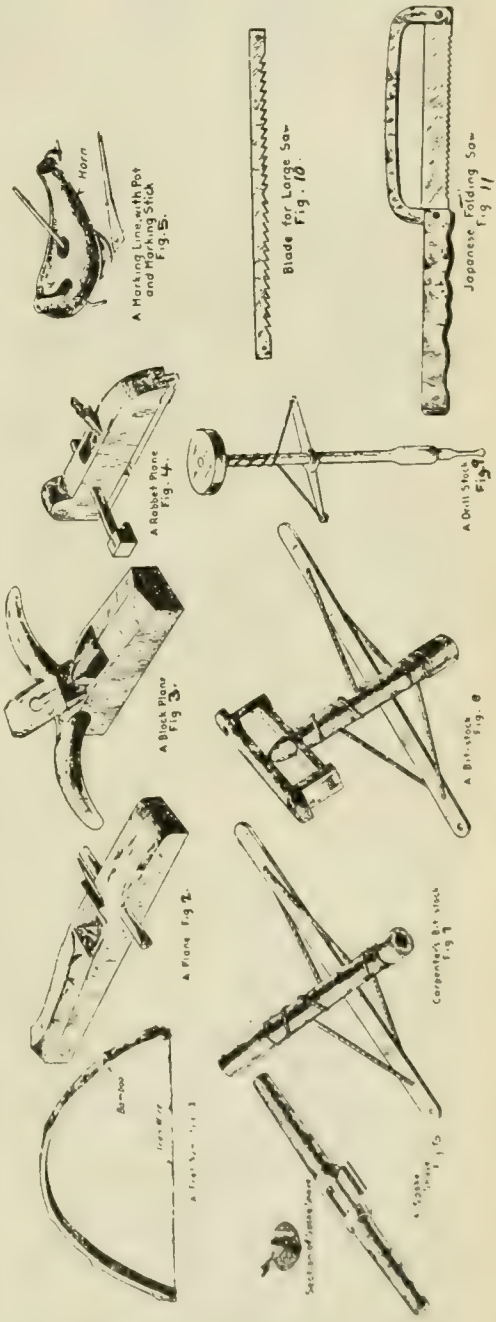
In Japan, as well as in China, the usual way of sawing logs and timbers into boards and planks, is by means of the large frame-saw. As a usual thing, the boards needed in a building or other structure, are sawn from the log right on the premises where they are required.

—Saw Teeth, Layout Lines, Squares and Scales—

The teeth of these large saws are pointed in one direction on one-half of the blade and in the opposite direction on the other half. (See Fig. 10.) The log is first marked off with black lines, both on the ends and along the top surface, for the guidance of the sawyers, much as our carpenters use a chalk line. The piece is then placed in a position so that one man is above and another below it.

The object shown in Fig. 5 is the reel used for blackening string for marking long lines on lumber. The string is drawn through the horn, which is filled with some spongy material containing a black liquid.

The wooden marking stick, in Fig. 5, is made with a chisel-shaped end and is used for making lines along a straightedge or square, instead of a pencil. It is dipped into the black sponge in the horn and will make a long mark before requiring to be dipped again. Used on


Horn
A Marking Line, with Pot and Marking Stick Fig. 5.
Blade for Large Saw Fig. 10.
Japanese Folding Saw Fig. 11
A Rabbet Plane Fig. 4.
A Drill Stock Fig. 9
A Block Plane Fig. 3.
A Bit stock Fig. 8
A Plane Fig. 2.
Carpenter's Bit stock Fig. 7

CARPENTERS TOOLS USED TODAY IN CHINA AND JAPAN.

the end of a scale, with the aid of the thumb, it serves as a scratch gauge.

Squares are almost always made of wood and are home-made. They also have home-made scales of wood.

—Standards of Measurements, Also Dovetails—

I believe there are nominally, standards of measurement; but their use is not strictly enforced and so there are variations in different parts of the country. Foreign-made rules and scales are much used wherever foreign influence is felt.

Another saw which interested me much was given to me by a Chinese cabinet maker whom I had occasion to employ. Among other things, I required some tills to go in some drawers: In making these, he made dovetail joints.

When sawing the dovetails, he used a small frame saw to cut in from the edge of the boards, to the bottom of the joints. In order to cut along the bottom of the recesses of the dovetails he used a saw which he made from a piece of bamboo and a piece of iron wire. (See Fig. 1.)

Having made the bow by fastening the wire securely at each end, so that it was under considerable tension, he laid the wire across the corner of the bench and proceeded to cut fine teeth with his hatchet.

The wire was of a diameter of the width of the saw kerf, already made, permitting the wire saw to be inserted to the bottom of the previous cuts, turned and the cuts along the bottoms of the dovetails made, parallel to the edge of the wood.

His work was truly surprising, and when the sawing was done the work was ready to put together without any further trimming. The teeth on the wire were very small, but cut nicely.

—Planes, Spokeshaves, and Drills—

Chinese planes are pushed like ours, but they have some different features worthy of note, viz: The handles and the position of the cutting edge. The blade is placed so that the cutting edge is in the middle of the length, instead of forward, as with ours. They are invariably home-made. They very seldom use a "cap-iron."

The handles are of two styles, those having a straight, round bar passed through the body, and those with a handle saddled over the top. These are shown in Figs. 2 and 13.

These handles give a good control over the plane. Instead of having a shoulder in the wood, for the wedge, they often have a round iron pin driven through the side of the body, as shown in Fig. 2.

The wood used in these planes varies with the local supply. I have seen them made of oak, teak, greenheart, locust and even of rosewood. I have had some made from oak and teak for our college workshops and they give fine results. Fig. 4 shows a small rabbet plane.

A home-made spokeshave from the cabinet-maker's kit is shown in Fig. 6. In the middle of the wooden handle is an iron ferrule, through which the throat is cut and a flat blade, held by a wedge, is inserted. A section through the middle is also shown.

There are two types of drilling apparatus in common use here, both of very ancient type as shown by old pictures and descriptions. One is the "bow drill" (Figs. 7 and 8), and the other has the handle sliding freely up and down the spindle operated by straps attached to a spindle. (See Fig. 9.) This type has a heavy balance wheel at the top of the spindle.—American Machinist.

Perils of Labor

Americans would rise in protest could they realize the facts regarding our industrial accidents.

We kill or injure three times as many workmen as are killed or injured in any country in the world.

Our present system frequently makes it less expensive for a workman to be killed or maimed than to provide adequately for his safety.

What the workman desires is not so much compensation for injury as the prevention of injury.—John Mitchell.

Für Unsere Deutschen Leser

Verhandlungen der zweiten Vierteljährigen-Sitzung, 1913, des G. E. B.

Während der Ziet zwischen der Februar und der April-Sitzung wurden die folgenden Geschäfte durch Korrespondenz erledigt:

Indianapolis, Ind. — Anfrage des D. C. um eine Bewilligung von $776.15 zur Deckung der Gerichtskosten in dem Falle von Wm. F. Quigley, welcher in Verbindung mit dem Dynamiteprozesse stand. Bewilligt.

Cincinnati, O. — Anfrage des D. C. um eine Bewilligung von $1,000.00 um den Streit in Bezug auf die „Metall-Trim" Frage weiterzuführen. Der Board verneinte dieses, beschloß aber finanzielle Unterstützung zu leisten für solche welche wegen diesen Streites außer Arbeit sind.

Quincy, Ill. — Anfrage der L. U. 1366 für eine Bewilligung zur Deckung des Unterschieds zwischen dem Gelde welches sie für Streifzwecke ausgaben und der Ausgaben welche sie hatten die vielen Streikbrecher aus der Stadt zu schicken. Der Board bewilligte $300.00.

Indianapolis, Ind., den 7. April 1913.

Die zweite Vierteljährige-Sitzung des G. E. B. wurde an dem obigen Datum vom Vorsitzer Kirby eröffnet. Unter der neuen Regel, Sektion 42, besteht der G. E. B. aus dem G. P., G. S., G. Sch., dem ersten G. V. P. und einem Miegliede von jeder Abtheilung der Vereinigten Staaten und Kanada.

Anwesend waren: Kirby, Duffy, Neale, Martel, Blackmore, Ogletree, Querin und Cole.

Mittheilungen gelangten an von der Piano-, Orgel- und Musikalische-Instrument-Arbeiter International Union von Amerika in Bezug auf die Vereinigung jener Gesellschaft mit der V. B., und von der A. F. of L. in demselben Bezug, welche befragen, daß in der nahen Zukunft eine Sitzung abgehalten werde so daß es zu einen klares Verständnis in Bezug of die Anschließung komme. Diese Vorlage wurde an den G. P. gewiesen, welcher beauftragt wurde, Resultate in der nächsten Sitzung an den G. E. B. zu berichten.

Es gelangte ein Telegramm von der Maschinisten Union, an welche auf eine Konferenze Bezug hat, welche im St. Louis am Donnerstag, den 10. April, stattfindet. Präsident Kirby wurde beauftragt, dieser Sitzung beizuwohnen.

Anfrage der L. U. 203, Poughkeepsie, N. Y., um Sanktion in einer Gewertsforderung, wurde verschoben bis Nachrichten von dem Organisator eintreffen welcher in dieser Stadt gesandt wurde um die Verhältnisse zu untersuchen.

Nachricht der L. U. 83, Halifax, Can., in Bezug auf einen Streik welcher seit dem 1. April im Gange ist, wurde ebenfalls verschoben bis weitere Nachrichten eintreffen.

Anfragen der L. U. 661, Ottawa, Ill.; L. U. 369, North Tonawanda, N. Y.; L. U. 713, Niagara Falls, Can.; L. U. 44, Champaign und Urbana, Ill.; L. U. 215, Lafayette, Ind.; L. U. 269, Danville, Ill.; L. U. 523, Keokuk, Ja.; L. U. 806, Pacific Grove, Cal.; L. U. 813, Carbondale, Pa.; L. U. 1062, Santa Barbara, Cal.; L. U. 1080, South Haven, Mich.; L. U. 1124, Newton, N. J.; L. U. 1132, Alpena, Mich.; L. U. 1313, Mason City, Ja.; L. U. 1899, Hobart, Ind., um Sanktion und finanzielle Unterstützung in einer Gewerkforderung. Sanktion gewährt. Finanzielle Unterstützung versagt bis weitere Berichte in den G. O. einlaufen. In dem Falle der L. U. 661 wurde der G. P. beauftragt, einen Stifter sobald als möglich zu senden.

Mittheilung des D. C. Newport, R. J., bezüglich des Streikes in jener Stadt, und der L. U. 1069 bezüglich einer Gewerksforderung in Muscatine, Ja., wurden den Akten einverleibt.

Anfrage des Illinois Valley, Ill., D. C. um Sanktion in einer Gewerksforderung. Der G. P. wurde beauftragt, einen Stifter zu senden und dieser soll die Verhältnisse sobald wie möglich an die G. O. berichten.

8. April.

Alle Mitglieder anwesend außer Quinn und Post. Bruder Quinn wurde verspätet wegen den Flutbverhältnissen, und Bruder Post wurde in Wilkes-Barre aufgehalten wegen einer Gewerksforderung welche dort schwebt.

Anfrage der L. U. 1393 Boston, Mass., und des D. C. Boston, des D. C. Lawrence, Mass., des D. C. Newton, Mass., des D. C. Northern Mass., des D. C. North Shore, Mass., des D. C. Tri City, Ill., der L. U. 100 Muskegon, Mich., L. U. 115 Bridgeport, Conn., L. U. 116, Bay City, Mich., L. U. 133 Terre Haute, Ind., L. U. 171 Youngstown, O., der L. U. 187 Geneva, N. Y., L. U. 225 Knoxville, Tenn., L. U. 274 Vincennes, Ind., L. U. 335 Grand Rapids, Mich., L. U. 492 Reading, Pa., L. U. 657

Sheboygen, Wis., L. U. 711 Mt. Carmel, Pa., L. U. 790 Dixon, Ill., L. U. 818 Putnam, Conn., L. U. 926 Beloit, Wis., L. U. 978 Springfield, Mo., L. U. 1023 Alliance, O., L. U. 1143 La Crosse, Wis., L. U. 1204 New Waterford, Kan., L. U. 1381 Woodland, Cal., L. U. 1513 Schenectady, N. Y., L. U. 1588 Sydney, N. S., Can., L. U. 1591 Plymouth, Mass., L. U. 1632 San Luis Obispo, Cal., L. U. 1671 Boston, Mass., und L. U. 1820 Toronto, Ont., Can., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion ertheilt. Finanzielle Unterstützung auf später verlegt bis weiter Berichte in den G. O. eintreffen. Der G. P. wurde beauftragt, einen Stifter nach Vincennes, Ind., zu senden vor dem 1. Mai.

Anfrage des D. C. Dayton, O., um finanzielle Unterstützung für unsere Fluthleidenden Brüder. Der Board bewilligte $5,000, welche unter Aufsicht des G. P. verausgabt werden sollen.

Anfrage des D. C. Portland, Ore., um Sanktion und finanzielle Unterstützung wurde abgelehnt weil die vorgeschriebenen zweidrittel Stimmen nicht abgegeben wurden, auch weil die Verhältnisse in Portland nicht gut sind.

Sanktion wurde ertheilt und finanzielle Unterstützung verneint an die L. U. 315 Boone, Ia., für eine Gewerksforderung.

Anfrage der L. U. 600 Saranaac Lake, N. Y., wurde abgelehnt weil the nötigen zweidrittel Stimmen nicht abgegeben wurden.

Der Board bewilligte $150.00 für Stiftungszwecke an die L. U. 730 Quebec, Can., und $100.00 für Stiftungszwecke an L. U. 1338 Jonquieres, Que., Can., welche unter Aufsicht des G. P. verausgabt werden sollen.

9. April.

Alle anwesend außer Post, Neale und Potts.

Bruder Post wurde aufgehalten wegen einer Gewerksforderung in seiner Heimath und Brüder Neale und Potts sind nach Dayton, O., wo sie die Fluthverhältnisse untersuchen.

Anfragen der L. U. 335 Grand Rapids, Mich., L. U. 592 Muncie, Ind., L. U. 919 St. John, N. B., Can., für Stiftungsgelder wurden abgelehnt. Die Stiftungsfrage wurde an den G. P. gewiesen. Ebenso die Anfrage der L. U. 1390 Saskatoon, Sask., Can.

Cabo Rojo, P. R. — Anfrage der L. U. 1455 um eine Schenkung zur Deckung ihrer Angelegenheiten. Der Board entschied, daß er kein Recht habe solches zu thun.

Martins Ferry, O. — Anfrage der L. U. 1729 um finanzielle Unterstützung in einem Streike. Der Board fand, daß diese L. U. nicht lang genug besteht wie per Sektion 137, Gen. Kon.

Regina, Sask, Can. — Anfrage für Stiftungsgelder. Der Board bewilligt $200.00, welche unter Aufsicht des G. P. verspendet werden soll.

Port Colborne, Ont., Can. — Anfrage der L. U. 1168 zur Deckung der Ausgaben zur Beerdigung eines Mitgliedes welches zur Zeit seines Todes nicht zu Begräbnisgeldern berechtigt war. Die Anfrage wurde abgelehnt, da der Board kein Recht hat dieses Geld auszugeben.

Dayton, O. — Bericht des D. C. der Ausgaben für den Streik wurde bis zur nächsten Versammlung gelassen.

Anfrage des D. C. Baltimore, Md., daß die Gelder der V. B., welche in der First National Bank auf Deposit sind, gezogen werden. Da diese Bank Unionarbeit nicht anerkannt habe bei Reperaturarbeiten, wurde gewährt.

Hudson Co., N. J. — Mittehiling des D. C. bezüglich der Erlassung eines Kontrakts für Mühlenarbeit der Möbeln, welche in einem Hospital in Troy, N. Y., verwendet werden sollen, an eine Nichtunion-Gesellschaft. Der Board entschied, daß alle Arbeiter dem D. C. unterstützen sollen dadurch, daß sie die Möbel in Frage nicht verarbeiten.

Mittheilung vom Sekretär des Building Trades Departement der A. F. of A., welche besagt, daß Schritte zur gezwungenen Anschließung der L. U. dieser V. B. an die Lokal Building Trades Councils wurde bis zur nächsten Versammlung verlegt.

Mittheilung des Sekretär-Schatzmeisters der Western Federation of Miners, welche befragt, daß die beigefügte Appellation zur Vertheidigung des Clarence S. Darrow in die L. U.'en geschickt werde und in dem Carpenter veröffentlicht werde, wurde gewährt.

Anfrage der L. U. 561, Pittsburg, Kan., welche befragt wie ein neues Vereinsgeldbuch ausgefüllt werden soll wenn das alte ausgefüllt ist. Der G. P. entschied wie folgt: „Wenn ein Vereinsgeldbuch voll ist, so soll das neue gerade wie das alte ausgefüllt werden, und das Wort „erneuert" darauf geschrieben werden, und das neue Buch soll vom Präsident und Finanz-Sekretär der L. U. geeichnet werden. Der Zweck ist die Mitgliedschaft zu sichern." Der Board bestätigt dieses.

Der Board bestimmt, daß die erste Steuer von 25 Cents per Quartal für alle gutstehenden Mitglieder (per Sektion 74 G. K. am 1. März 1913 in Kraft) am 30. Juni 1913 und darum vierteljährig fällig ist.

Anfrage der L. U. 217 Westerly, R. I., und des D. C. Montclair und Orange, N. J., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt, finanzielle Unterstützung wird später berathen, je nachdem Berichte in den G. O eintreffen.

Quinen, Ill. — Bericht der L. U. 1366 bezüglich des Streikes der Mühlenarbeiter.

Der Bericht zeigt, daß 82 Leute jeden Tag sich melden, und wurden $328.00 bewilligt.

Anfrage des D. C. New Bedford, Mass., für Stiftungsgelder. Der Board bewilligte $150.00, welche unter Aufsicht des G. P. verausgabt werden sollen.

Taunton, Mass. — Anfrage der L. U. 1187 für Stiftungsgelder. Die Anfrage wurde verneint und die Stiftungsfrage an den G. P. gewiesen.

Newark, N. J. — Mittheilung des D. C., welche vorschlägt, daß die Mitglieder der suspendierten L. U. 1787 in unsere Bruderschaft unter Bezahlung von $10.00 aufgenommen werden. Der G. O. wurde beauftragt, auszufinden ob der D. C. diese Leute als neue Mitglieder aufzunehmen gedenkt oder dieselben gleich wieder auf volle Unterstützung stellen will.

Chelsea, Mass. — Appell der L. U. 443 über die Entscheidung des früheren G. P. Huber der Sektion 109, 1911 Konstitution. Der Board bestätigt die Appellation und L. U. 9 ist hiermit verpflichtet an die in Frage stehenden Mitglieder der L. U. 443 die $5.00 zu zahlen, welche ihnen zukommen wegen dem Unterschiede in den Eintrittsgeldern der L. U. 443 und L. U. 9.

White Plains, N. Y. — Der G. P. unterbreitete dem Board die Papiere in Bezug auf die Westchester County Carpenters' District Council mit dem Bericht des Board-Mitgliedes Querin. Der G. E. B. erkennt Westchester Co. D. C. nicht an, da schon verschiedene Karpenters D. C. in diesem County sind, und nur L. U., D. C. und S. C. anerkannt werden können.

Albany, N. Y. — Nachricht der L. U. 117 bezüglich der Peter Keeler Co., welche befragt, daß Resolution 59, Seite 803 der Washington Konvention gegen diese Firma angewandt wird. Der Board entschied, daß wenn der G. P. darauf aufmerksam gemacht wird, daß Mitglieder dieser B. B. für die obige Gesellschaft arbeiten, soll derselbe dieselben von jener Arbeit abrufen.

Bruder W. E. Brown, welcher den Carpenters D. C. von Cincinnati vertritt, erschien vor dem Board bezüglich der Stellung, welche die Thompson-Sterrit Co. gegen unsere Mitglieder nimmt.

Cincinnati, O. — Der G. P. unterbreitete dem Board einen Bericht von dem D. C., welcher befragt, warum die R. Mitchell Co. in Chicago, New York, St. Louis und Pittsburgh nicht Einschätzungen machen darf. Dieses wurde an den 1ten G. V. P. gewiesen.

Seattle, Wash. — Anfrage des D. C. um Erlaubniß Mitglieder der Schiffbauarbeiter-Union auf derselben Umständen aufzunehmen wie die Amalgamated Society of Carpenters aufgenommen wurde. Der Board gab Erlaubniß.

Anfrage der L. U. 1666 Kingsville, Ter., um eine Beschenkung zur Errichtung eines Labor Temple, wurde verneint.

Anfrage der L. U. 315 Boone, Ja., für Stiftungsgelder wurde verneint und die Stiftungsfrage an den G. P. gewiesen.

Der Board machte folgende Bewilligungen für Stiftungsgelder, welche unter Aufsicht des G. P. verausgabt werden sollen:

L. U. 470 Tacoma, Wash., $200.00; L. U. 1848 Victoria, Can., $150.00; Wayne Co. D. C. Detroit, Mich.

10. April 1913.

Alle anwesend.

Ein Telegramm wurde von dem Boston D. C. empfangen, welcher besagt, daß unsere Leute an der Norcroß Arbeit gegen den A. F. waren und verlangt, daß dieser Fall an unsere Organisation in Worcester und Montreal angewiesen wird. Dieser Telegramm wurde als Information den Akten einverleibt.

Hamilton, O. — Telegramm des Geschäftsagenten Wilkins, welcher besagt, daß Lokal-Angelegenheiten hier sehr schlecht stehen und einen Representanten verlangt wurde den Akten einverleibt.

Quincy, Mass. — Anfrage des South Shore D. C., daß L. U. 762 gezwungen werde sich wieder dieser Gesellschaft anzuschließen wie per Entscheidung des G. E. B. 18. Juli 1912. Da L. U. 762 dieser Orde noch nicht nachgekommen ist, so bestimmt der G. E. B. hiermit, daß wenn sie diesem nicht vor dem 1. Mai 1913 nachkommt so wird ihnen hiermit der Freibrief von dem G. P. entzogen.

Chicago, Ill. — Mittheilung des D. C. bezüglich einer Forderung für eine Lohnerhöhung für Bar- und Office Möbelarbeiter wurde den Akten einverleibt.

New Rochelle, N. Y. — Der G. P. unterbreitet dem Board die Papiere in Verbindung mit dem Hubble Door Co. Falle, mit den Referenzen des Deputy, welcher die Untersuchung machte. Die Rekommendation war wie folgt:

Untersuchung des T. M. Querin in dem Hubble Door Co. Falle.

1. Ich finde, daß der Brief an die Hubble Door Co. von Brady & McLaughlin am 21. November 1911 datiert, welcher besagt, daß die Hubble Leute stark Union sind, eine Unwahrheit ist, da dieser Brief am 21. November datiert ist und der D. C. am 20. Oktober außer Geschäft ging, da kein Quorum an Hand war und sie keine Versammlung für einen Monat halten konnte. Ich finde auch, daß dieser Brief am 21. November 1911 erlassen wurde, daß ein Louis Bender für die Hubble Leute arbeitete, und am 7. Dezember 1911 ein Mitglied der B. B. wurde.

2. Ich schlage vor, daß die Entscheidung des früheren G. E. B. ein dem Hubble Falle verworfen werde wegen dem Briefe welche L. U. 717 an die G. C. sandte

3. Ich schlage vor, daß die G. O. einen Brief an die New York D. C. und wo sonst nöthig sende, welcher den Brady-McLaughlin Brief an die Hubble Door Co. nullifizirt, wegen den Gründen, daß sie kein Recht hatten solchen Brief zu schreiben oder den Siegel des D. C. zu gebrauchen, da der D. C. von selbst aus dem Geschäft ging da sie keine Versammlung vom 20. Oktober 1911 zum 21. November 1911, oder seither hielten, und daß zur Zeit als dieser Brief an die Hubble Leute geschrieben wurde Louis Bender u. A. in dem Hubble-Geschäft arbeiteten, welche nicht zur V. B. gehörten.

T. M. Querin.

Die Papiere in dem New Rochelle, N. Y., Falle wurden dem Board überreicht zusammen mit den Vorschlägen des Deputy welcher nach New Rochelle gesandt wurde wegen Entscheidung des Washington G. E. B. Der Board einigte sich im folgendem:

New Rochelle D. C. Angelegenheit.

8. Februar.

1. Ich finde, daß nie ein Versuch gemacht wurde einen D. C. zu stiften nach unseren Gesetzen.

2. Daß nur eine temporäre Konferenz geformt wurde durch C. Bausher, Board Mitglied, und daß die Bücher des alten D. C. ihnen nie übertragen wurden.

3. Ich finde, daß in New Rochelle kein D. C. gewollt war, und daß keine der L. U. den Regeln, welche ich ihnen vorlegte, nachkommen wollte.

4. Den Befehl der Washington Konvention einen D. C. zu stiften habe ich verfehlt, da keine L. U. willig war den Regeln nachkommen welche billig und gerecht waren.

5. Ich schlage vor, daß der G. P. eine Bücheruntersuchung anstelle die Bücher der beiden L. U. und des D. C. untersuchen zu lassen.

6. Ich finde, daß Frank Brady, F. S. der L. U. 42 die Bücher des F. S. im Gerichte nicht zeigen wollte. Er sagte er habe dieselben in seinem Pulte gelassen und seien dieselben nicht zu finden.

7. Durch Information und den Akten der L. U. 42 finde ich, daß sie die Konstitution und Gesetze der V. B. übertreten, in dem sie Mitglieder Kredit gaben für Vereinsgelder wenn dieselben noch nicht bezahlt hatten. Per Resolution in 1909 wurde dem F. S. diese Gewalt von dem L. U. gegeben. Ich finde auch, daß die L. U. Geld von isrem Schatzamt gab für politische Zwecke, und daß sie einem Mitgliede eine Pension von $1.50 die Woche bezahlen. Sie haben auch Geld an Mitglieder geborgt, in dreißig und fünfzig Dollar-Summen und Geschäfte auf sehr schlechte Weise geführt.

8. Ich finde, daß der F. S. der L. U. 718 im Februar 1913 im Rückstand war, daß derselbe aber aufbezahlte als ich ihn darauf aufmerksam machte. Ich fand, daß wenn ein Mitglied der L. U. 718 Vereinsgelder für Dezember schulde und einen Monatsbetrag im Februar bezahle, wurde es ihm Kredirt als wenn er im Dezember bezahle.

9. Ich kann keine Spur der alten Bücher finden.

10. Ich schlage dem G. P. die Ausgabe eines neuen Freibriefes und die Wiederrufung der alten Freibriefe der L. U. 42 und 718 vor. Der neue L. U. Freibrief 350 tritt am 16 April 1913 in Kraft.

T. M. Querin.

Nashville, Tenn. — Der G. P. unterbreitete dem Board die Papiere bezüglich einer Bewilligung von $100 für Stiftungszwecke welche im Februar gemacht wurde. Der Bericht des Stifters wurde verlesen und die Handlung des G. P. bestätigt.

St. Joseph, Mo. — —Anfrage der L. U. 110 um finanzielle Unterstützung zur Besserung ihrer Lage. Der Bericht des Stifters Michler wurde verlesen, und bewilligte der Board $150.00, welche unter Aufsicht des G. P. verausgabt werden sollen.

Der G. P. unterbreitete einen Bericht des Stifters Gray bezüglich der streikenden Arbeiter in den Minen in Ely, Nev., und umgegend, und wurde der Bericht den Akten einverleibt.

Birmingham, Ala. — Anfrage des D. C. um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion ertheilt, finanzielle Unterstützung bis auf später verlegt, je nach dem Berichte in den G. O. emlaufen.

Bericht des Stifters Meiler bezüglich der vorgeschlagenen Gewerksforderung der L. U. 1146 Green Bay, Wis., wurde den Akten einverleibt.

Cleveland, O. — Der G. P. unterbreitete Mittehilung der L. U. 1750, welche besagt, daß wenn sie die Erlaubniß des D. C. bekommen oder nicht so hätten sie doch vor einen Vertrag mit ihren Arbeitgebern zu zeichnen. Als diese L. U. wieder in die V. B. zugelassen wurde, versprachen sie schriftlich, daß sie den Regel des D. C. und der G. O. nachkommen würden. Der G. E. B. hält sie darum zu diesem Versprechen.

Anfrage der L. U. 137 Norwich, Conn., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt, finanzielle Unterstübung auf später verschoben je nachdem Berichte in den G. O. eintreffen.

Waterbury, Conn. — Appell der L. U. 260 über die Entscheidung des G. Sch. Entscheidung wurde beibehalten.

Cleveland, O. — Appell der L. U. 1750 über die Entscheidung des G. Sch. in dem Falle des Sol Wolsky. Entscheidung wurde beibehalten.

Newton, Mass. — Appell der L. U. 1600

(Fortsetzung auf Seite 64.)

Departement Francais

Avis

Avis à tous les Charpentiers-Menuisiers en dehors de cette ville: Tenez-vous éloignés de la ville de Montréal. Il y a déjà plus de Charpentiers-Menuisiers que requis ici et il en arrive encore tous les jours et de partout. Tous sont dirigés ici sous de fausses représentations.—Le conseil de District.

Halifax, N. E., Can.—Le premier avril les charpentiers de cette ville quittèrent l'ouvrage ici, demandant quarante cents de l'heure au lieu du taux précédent de trente-deux cents. Les maîtres constructeurs firent une offre de trente-cinq cents de l'heure; les charpentiers ont accepté cette offre et ils sont retournés à leur travail.

Montreal, Que., Can.—Dans cette ville, la construction a été considérablement en retard, en partie à cause de la difficulté de transporter les materiaux, et en partie à cause de la température défavorable, et en très grands partie à cause de la rareté de l'argent. Comme conséquence, les ouvriers des métiers du bâtiment à la fin d'avril, n'étaient pas aussi occupés que les entrepreneurs et les ouvriers eux-même s'y attendaient.

Immeubles et Temples du Travail

(La Presse, Montréal.)

La Fédération Americaine du Travail, à la suite d'une enquête sur les immeubles et bien-fonds appartenant aux Conseils centraux du Travail et aux organisations ouvrières, dans l'Amérique du Nord publie la liste des villes qui, d'après cette enquête, possèdent un Temple du Travail. Vingt-six villes, aux Etats-Unis ont cet avantage. Pour le Canada, la liste ne mentionne seulement que Winnepeg, Hamilton, et Toronto, dont le magnifique Temple du Travail est estimé $65,000, mais elle ne cite pas Montréal, qui cependant posséde, aussi, sont Temple du Travail.

Parmi les riches édifices de ce genre, on remarque le Temple du Travail, de Sacramento, Cal., au coût de $95,000; celui de Paterson, N. J., au coût de $40,-000; celui de Rock Springs, au coût de $30,000, lequel appartient aux mineurs Unis d'Amérique; ceux de Boston, New York, Los Angeles, Salt Lake City, ce dernier nouvellement édifié au coût de $40,000.

A Montréal, le Temple du Travail est la propriété exclusive de l'union des briqueteurs, et est évalué presentement, à $50,000.

La liste meñtionne également les unions locales, afilées à la Fédération Américaine, qui sont propriétaires des édifices où elles ont établi leurs quartiers généraux. Au premier rang figure l'edifice de la Fraternité Unie des Charpentiers-menuisiers d'Amérique, à Indianapolis, qui est évalué à plus de $100,-000; puis, l'edifice de l'union internationale des brasseurs de biére, à Cincinnati, évalué à $40,000; celui de Conseil de district des charpentiers-menuisiers de Cincinnati, évalué à $17,000; celui de l'union locale No. 104 des ferblantiers couvreurs, de San Francisco, au coût de $13,000.

A Montréal, il convient de faire mention du nouvel et splendide édifice que le syndicat des débardeurs vient de faire construire à l'angle des rues Champ de Mars et Berri, et qui est estimé à une vingtaine de mille dollars.

Ce premier rapport de l'enquête ordonnée par la Fédération Américaine sur les biens possédés par les unions ouvrières internationales n'est évidemment pas complet. Cependant, on voit que l'esemble des propriétés possédees par le travail

organisé s'élève, déjà à plusiers millions, même d'après ce premier recensement, qui est inachevé.

L'Arbitrage aux Etats-Unis. Differend des Chauffeurs Regle par Intervention en vertu de la Loi Erdman

Une des enquêtes les plus importances conduites en vertu des dispositions de la Loi a pris fin recémment quand a été réglé un differend relatif aux salaires qui a menacé pendant quelque temps d'amener une grève de proportions très sérieuses. Plus de 5,000 chauffeurs et machinistes de chemin de fer employés sur cinquante-quatre chemins de fer de l'Est des Etats-Unis ont demandé une augmentation de salaire et plusiers amélioration des règlements contrôlant leurs conditions de service. Il y a eu une conférence entre un comité représentant les chauffeurs et le comité de conférence des gerants des divers chemins de fer, où la demand des chauffeurs fut rejetée par les compagnies intéressées. En février 1913, la question de déclarer une grève des employés fut soumise à un vote des chauffeurs, et plus de quatre-vingt-seize pour cent votèrent en faveur d'une grève. A la suite du vote sur la grève, les représentatants des deux parties demandèrent au commissaire du travail et au tribunal du commerce des Etats-Unis de mettre en mouvement le mécanisme de la Loi Erdman afin d'essayer d'en arriver à un règlement du differend. Une commission d'arbitrage fut nommée ayant comme membres M. William W. Atterbury, de Philadelphie, comme représentant des compagnies de chemins de fer, et M. Albert Phillips, de Sacramento, comme représentant des chauffeurs. Ces deux messieurs n'ayant pu s'entendre sur le choix d'un membre neutre et président de la commission, M. William L. Chambers, de Washington, fut nommée en cette qualité par le juge président du tribunal de commerce des Etats-Unis et le commissaire intérmaire du travail. Des seances furent subséquemment tenues auxquelles les employés de différentes lignes rendirent témoignage en faveur des chauffeurs, les chemins de fer assignant aussi un cecrtain nombre de témoins. Plusiers exhibits importants furent deposés et une grand quantité de matière statistique fut soumise. Le 23 avril la décision fut rendue, les trois arbitres la signat sans dissidence. Il est entendu qu'aux termes de la décision les employés recevront une augmentation de salaire d'au moins sept pour cent, les gains les plus considérables étant faits par les chauffeurs des chemins de fer de l'Est. Une amélioration sera aussi apportée aux conditions du service comme résultat de la décision de la commission.

Compensation aux Ouvriers

Un projet de loi établissant une compensation pour les employés des Etats-Unis souffrant de blessures ou de maladies professionnelles reçues ou contractees au cours de leur emploi a été déposé au sénat le 12 avril par M. Kern, de Indiana. Le projet de loi a été rédigé après une enquête soignée par l'Association Americaine de Legislation Ouvrière, et est destiné à supplanter la loi actuelle adoptée en 1908, qui n'embrasse qu'un tiers des 350,000 employés fédéraux, n'accorde aucune compensation pour une incapacité de travailler durant moins de quinze jours, ne fait aucune provision pour le traitement médical, et n'accorde qu'un an de salaire même pour la cécité complète, l'incapacité permanente ou la mort. La Loi Kern, d'autre part, comprend tous les employés civils du gouvernement, réduit le temps d'attende de quinze jours à trois et accorde une échelle libérale de compensation pour toute la période d'incapacité de traivailler. Une disposition spécial est prise pour le prévention des accidents et des maladies professionnelles dans les chantiers maritimes et les ateliers du gouvernement, et un autre trait distinctif de la nouvelle loi est une compensation pour les maladies professionnelles comme l'empoissonnement par le plomb. Une commission de trois membres est établie pour administrer la Loi.

Claims Paid

DURING JUNE, 1913

No.	Name.	Union.	Am't.
19581	Gustav Oster	47	$200.00
19582	Wm. P. Wycoff	61	200.00
19583	John Moncur	61	200.00
19584	Mrs. Lydia E. Linsley	79	50.00
19585	John Floren	80	200.00
19586	Otto Christensen	119	50.00
19587	Wm. E. Jameson	132	200.00
19588	Mrs. Fredericka Thomas	165	50.00
19589	Henry Baumgarn	241	200.00
19590	James Johnson	350	200.00
19591	John Metzdorf	419	50.00
19592	James Stalker	529	100.00
19593	W. McDonald	685	200.00
19594	James T. Brown	774	200.00
19595	Mrs. Bertha Voien	948	50.00
19596	Geo. C. Meister	1011	200.00
19597	K. L. Braithwait	1186	200.00
19598	Becker J. Widrick	1261	200.00
19599	Amos B. Dietrich	1364	200.00
19600	Fred W. Zuckschwert	1366	200.00
19601	Herman Wiegelmann	1367	200.00
19602	Nathan Cady	1469	50.00
19603	John Neck	1678	200.00
19604	Martin Linden	10	200.00
19605	Peter Ingelson	131	200.00
19606	Geo. T. Timmons	638	200.00
19607	A. Whitaker	986	50.00
19608	Carl B. Kling	902	100.00
19609	Mrs. Mary Haywood	141	50.00
19610	Mrs. Alice E. Allen	316	50.00
19611	Mrs. Mary Mitchell	340	50.00
19612	James M. Pierce	693	50.00
19613	Mrs. Josephina Mueller	1784	50.00
19614	O. O. McElroy	7	50.00
19615	Alphonse Gourd	134	200.00
19616	G. Olsen Brooten	181	200.00
19617	W. H. Northam (dis)	257	400.00
19618	Olof Haglund	87	200.00
19619	Geo. W. Sherer	167	200.00
19620	Joseph R. Laplante	342	50.00
19621	Edward Langlois	416	50.00
19622	Arthur L. Gwinn	1516	200.00
19623	Geo. Whitaker	1555	200.00
19624	Louis Lasko	1790	200.00
19625	John W. Ortendahl	8	200.00
19626	Leonard Auer	32	200.00
19627	Philip J. Kornely	32	200.00
19628	W. E. Owens	132	200.00
19629	Geo. Dube	134	200.00
19630	Gideon Boutin	390	200.00
19631	Archie Baker	395	200.00
19632	Theodore Molter	554	200.00
19633	Elias W. Sandberg	639	200.00
19634	Wm. Heastman	993	50.00
19635	Michael Kaser	12	200.00
19636	Mrs. Gaynell Lutman	55	50.00
19637	Mrs. Petronella K. Terberg	60	50.00
19638	Mrs. Lena K. Brinton	61	50.00
19639	James Lintaman	83	50.00
19640	Paul W Riley	125	200.00
19641	Mrs. Karoline Bensen	181	50.00
19642	Mrs. Christina Gutsch	188	50.00
19643	Christian Carlsen	457	200.00
19644	Mrs Jennie L. Pearson	599	50.00
19645	Gottfried Carlson	639	200.00
19646	Renwick M. Dickey	642	200.00
19647	Charles Watkins	45	200.00
19648	Mrs. Jennie Pettegrew	850	50.00
19649	Harry E. Scattergood (Dis)	897	400.00
19650	Mrs. Mary A [illegible]	952	50.00
19651	Wm. Eagan	1582	200.00
19652	Matthew P. Boyd	1704	200.00
19653	Robert C. Sapp	1704	200.00
19654	John Sinchok	32	200.00
19655	Peter Larson (ba')	1922	56.95
19656	Frank M. Weitz	9	200.00
19657	Arthur Dugan	122	200.00
19658	Mrs. Sarah M. Fellows	158	50.00
19659	Chas. W. Lawrence	944	50.00
19660	Mrs. Margaret Martin	49	50.00
19661	Oliver LaSane	134	200.00
19662	Clifton Standley	166	200.00
19663	Henry Rahanner	280	200.00
19664	Mrs. Mary Titz	369	50.00
19665	Winfield S. Hoffman	599	50.00
19666	Nells Bastsohn	641	50.00
19667	Mrs. Margaret Sinclair	715	50.00
19668	Robert H. Roach	962	200.00
19669	Daniel P. DeGraff	1015	50.00
19670	John Fox	1032	200.00
19671	Arsene Lebrun	1127	200.00
19672	Mrs. Christine Uland	1447	50.00
19673	Alexander Pritchett	1892	50.00
19674	Mrs. Martha Lieberman	1	50.00
19675	James Brennock	1	200.00
19676	Mrs. Ida Noble	10	50.00
19677	Patrick J Gilligan	22	50.00
19678	Richard C. Treloar (dis)	112	400.00
19679	John Williams	112	200.00
19680	Mrs. M. V. Fennimore	160	50.00
19681	Mrs. Lenora J. Pape	164	50.00
19682	Mrs. Nora Lee	247	50.00
19683	Mrs. Fredricka Larson	284	50.00
19684	Mrs. Maria Schleef	309	50.00
19685	Joseph Klass	341	200.00
19686	F. M. Duncan	396	200.00
19687	Jacob Aurand	416	200.00
19688	Mrs. Sophia K. Ott	436	50.00
19689	Fred Mach	440	200.00
19690	Mrs Emma Casey	443	50.00
19691	Gustaf Wallace	457	200.00
19692	Alphonse Jardin	707	200.00
19693	Mrs. Angelina Charest	1127	25.00
19694	Watson D Summers	1207	100.00

No.	Name.	Union.	Am't.
19695	Theo. Miller	1367	200.00
19696	Chas. Handke	1367	200.00
19697	Mrs. Helena M. Coopey	1392	50.00
19698	Mrs. Annie J. Pearson	1695	50.00
19699	Geo. Thurber Provost	1790	50.00
19700	H. Armstrong	138	173.25
19701	Wm. Whittaker (dis)	632	400.00
19702	James McShane	10	50.00
19703	Mrs. Edith Maze	13	50.00
19704	John H. Gillis	67	200.00
19705	Michel Guay	134	200.00
19706	Mrs. Kate Allen	198	50.00
19707	Edward Johnson	846	100.00
19708	Mrs. Mary J. O'Brien	901	50.00
19709	H. C. Olson	1367	200.00
19710	Mrs. Mary Carlson	1747	50.00
19711	Paul G. Grauf	58	200.00
19712	J. A. Watson	61	50.00
19713	John McKinnon	67	200.00
19714	Mrs. Amanda Dawley	72	50.00
19715	John N. Boettcher	181	50.00
19716	Franz Hartung	309	200.00
19717	Mrs. Candida Persico	387	50.00
19718	Mrs. Marie Schluckebier	513	50.00
19719	Joseph H. Saunders (dis)	655	100.00
19720	Frank Komarek	1786	200.00
19721	Joseph Burger	1940	200.00
19722	Charles Thorsby	15	193.16
19723	Mrs. Lula May Carlson	106	50.00
19724	Chris. Hessler (dis)	110	300.00
19725	Mrs. Ida E. Sweedy	132	50.00
19726	Mrs. Sussie De Maria	138	50.00
19727	Mrs. Mary Tyler Jones	142	50.00
19728	Andres B. Johannessen	247	200.00
19729	Frank Featherby	261	200.00
19730	Mrs. Nellie R. Whitney	308	50.00
19731	Mrs. Agnes E. Weiss	473	50.00
19732	Mrs. Emma S. Bickel	492	50.00
19733	Mark Lombard	910	50.00
19734	Michael Bauer	1596	200.00
19735	Mrs. Mary Svoboda	1786	50.00
19736	Mrs. Sophia Zamore	1824	50.00
19737	G. R. Sarvis	1890	50.00
19738	John Findlay	1435	200.00
19739	Eugene Geata	396	100.00
19740	Mrs. Ellen Gorvin	247	50.00
19741	Mrs. Anna M. Huber	628	50.00
19742	Mrs. Marie Lowery	993	50.00
19743	Mrs. Annie Saunders	1343	50.00
19744	Mrs. Carolina Keeling	1922	50.00
19745	Mrs. Mary Deuerling	1922	50.00
19746	Chas. C. Jacox	8	200.00
19747	Nicholas Doyle	26	200.00
19748	Mrs. Eula H. Flaherty	64	50.00
19749	Edward C. Mahoney	137	200.00
19750	Mrs. Ella V. Scott	193	50.00
19751	Mrs. Katherine Huprich	209	50.00
19752	Fred C. Schilling	203	50.00
19753	Mrs. Sarah Meir	288	50.00
19754	J. A. Mills	648	50.00
19755	A. P. Douglas	1188	50.00
19756	Mrs. Nellie Blue	1297	50.00
19757	Willis Keath	1364	200.00
19758	John O'Keefe	109	200.00
19759	Mrs. C. M. McConwell	860	50.00
19760	Mrs. Jennie L. Rutledge	987	50.00
19761	Alvin H. Eames	1328	200.00
19762	John W. Breckenridge	345	200.00
19763	Wm. F. Wegner	1	200.00
19764	May Young	16	100.00
19765	Wm. Cottrell	79	78.00
19766	Neal Olson	181	200.00
19767	Klaus Meibos	184	200.00
19768	Frank Nowicki	214	200.00
19769	Henry Robinson	249	200.00
19770	Wm. Lang	632	50.00
19771	Mrs. Mary E. Leopold	785	50.00
19772	W. P. Snead	1582	200.00

Total $25,076.36

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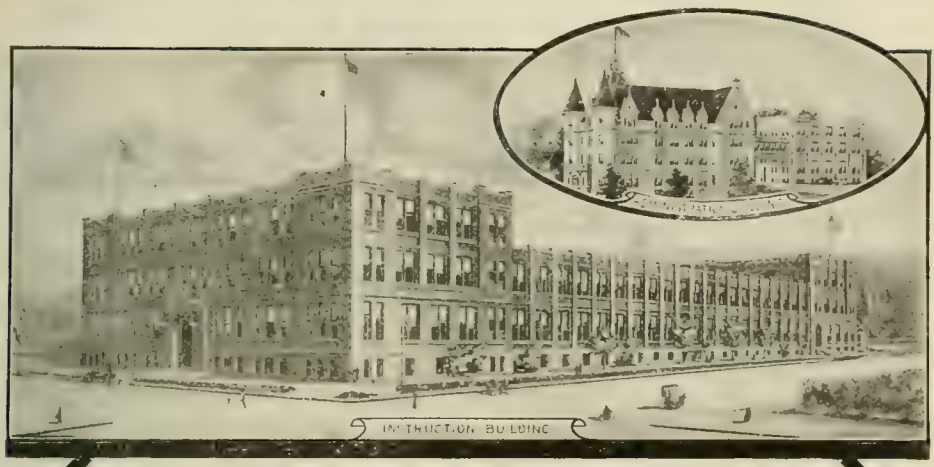
He's truly valiant that can wisely suffer
The worst that man can breathe;
And make his wrongs his outsides,
To wear them like his raiment, carelessly,
And ne'er prefer his injuries to his heart,
To bring it into danger.

—Shakespeare.



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Electric Lighting	Automobile Running
Plumbing & Steam Fitting	Bookkeeper
Heating and Ventilation	Stenographer
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Present Occupation _____

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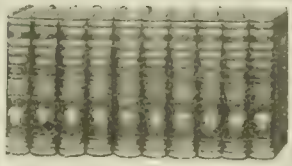

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Verhandlungen der zweiten Vierteljährige Sitzung, 1913, des G. E. B.

(Fortsetzung von Seite 54.)

über die Entscheidung des G. Sch. in dem Falle des Wm. S. Van Wart. Entscheidung wurde bestätigt.

San Francisco, Cal. — Appell der Frau Rachel A. Perry über die Entscheidung des G. Sch. Entscheidung wurde bestätigt.

G. P. Kirby ging nach St. Louis der Maschinisten-Konvention beizuwohnen.

Philadelphia, Pa. — Vernon Fletcher unterbreitet Papiere des D. C. und erschien vor dem Board in Bezug auf einem Vertrage welcher mit der Geo. W. Smith & Co. gemacht wurde. Dieser Vertrag gibt eine 48stündige Woche und einen Minimum-Lohn von 36 Cents die Stunde an. New York verweigert sich angeblich diesen Vertraag anzuerkennen. Dieser Fall wurde verschoben bis Information von dem New York D. C. eintrifft und wurde der G. S. beauftragt für diese Information zu Telegraphieren.

Ein vollständiger Bericht des Mitgliedes Potts über den Fluthschaden in Ohio, besonders in Dayton und Hamilton, wurde den Akten einverleibt.

Hamilton, O. — Der Board bewilligt $1,000 für die Fluthleidenden Mitglieder der L. U. 637, welche unter Aufsicht des G. P. verspendet werden sollen.

Mittheilung der L. U. 1477 Middletown, O., bezüglich des Fluthschaden, wurde an den G. P. gewiesen.

London, Ont., Can. — Mittheilung der L. U. 1946 bezüglich einer Gewerksforderung. Der G. S. wurde beauftragt, weitere Information zu sammeln wie per General-Konstitution.

Hampton, Va. — Appell der L. U. 887 über die Entscheidung des G. P. in dem Falle der L. U. 887 vs. L. U. 331. Die Entscheidung des G. P. wurde bestätigt.

11. April 1913.

Alle anwesend außer Kirby.

Albany, N. Y. — Thos. Gilmore, von der L. U. 117, erschien in Bezug auf die Stellung welche L. U. nahm gegen die Stückarbeiter im Bodenlegen.

Chicago, Ill. — Appell der L. U. 504 über die Entscheidung des G. Sch. in dem Falle des Wm. Leibovitz. Entscheidung wurde bestätigt.

Anfrage der L. U. 1831 Arctic, R. J., L. U. 1282 Salem, O., und L. U. 284, Erie, Pa., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt, finanzielle Unterstützung auf später verschoben je nach dem Berichte in den G. O. eintreffen.

Bericht des D. C., Birmingham, Ala., bezüglich der Ausschließung, wurde den Akten einverleibt.

Mittheilung der L. U. 203 Poughkeepsie, N. Y., bezüglich des Streikes der 100 Leute, wurde verschoben bis der Bericht des Stifters, welcher dort ist, eintrifft.

Macon, Ga. — Theilweiser Bericht des D. C. über Stiftungsgelder. Der Board beauftragte, den G. S. den D. C. zu schreiben, daß dieser Bericht nicht zufriedenstellend ist, und daß ein vollständiger Bericht nöthig ist. Diese Bewilligung wurde vor 2 Jahren gemacht und ist der Board von der Meinung, daß ein vollständiger Bericht schon längst hätte gemacht und das übriggebliebene Geld zurückgeschickt werden sollen.

Vollständige Berichte über Ausgaben der vom Board bewilligten Stiftungsgeldern langten von dem D. C. Jacksonville, Fla., dem D. C. Los Angeles, Cal., und den Montgomery Co., Pa., D. C. ein und wurden dieselben den Akten einverleibt.

Theilweiser Bericht des D. C. der New York, New Haven & Hartford R. R. Der D. C. erhielt die Antwort, daß dieser Bericht nicht zufriedenstellend ist und daß das übriggebliebene Geld und ein vollständiger Bericht verlangt sei.

Telegramm der L. U. 137 Norwich, Conn., welcher besagt, daß es zu einem Abschluß des Streikes kam, wurde den Akten einverleibt.

Philadelphia, Pa. — Der Fall des Gewerks-Vertrags mit Geo. W. Smith & Co. von Philadelphia, Pa., wurde wieder aufgenommen. Da dieser Vertrag derselbe ist wie die welche mit New York Firmen gemacht wurden, so bestimmt der G. E. B., daß keine Streitigkeiten wegen diesem von unseren New York Mitgliedern entstehen.

Der Board nahm den Theil des Berichtes der Rochester Konvention auf welches sich mit der Jurisdiktion der Unabhängigen Mühlenarbeiter von Buffalo, N. Y. berührt, und welches von dem alten Board auf den jetzigen übertragen wurde. Der Board übergob dieses dem G. P.

(Fortsetzung in nächster Nummer.)

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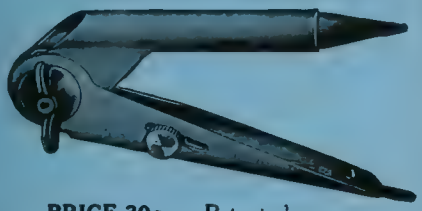

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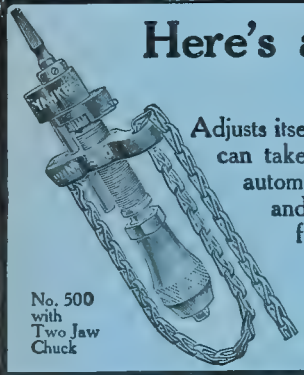

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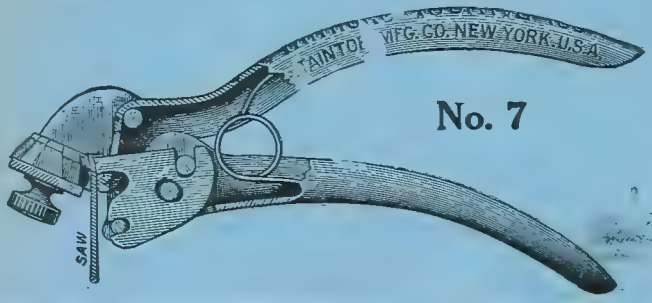

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The Common Lot

By Margaret Scott Hall

Hasting homeward in the gloaming
Happy from a busy day,
He who does eight hours of labor
Well deserves eight hours of play;
'Tis a true type of the people
Follow and forbid him not,
In the happy, honest toiler's
Simple life and common lot.

Toward an unpretentious cottage
See, the workman's steps are bent,
On his face anticipation,
In his eyes a sweet content;
For he's sure there waits a welcome,
Frugal though may be his fare,
Though his home may lack adornment,
Happiness will greet him there.

With the dew upon the grasses
In the shadow of the trees,
Where the roses fair are blooming
In the perfume laden breeze;
Home and rest await the toiler,
Heaven hallows such a spot,
"God must love the common people"
In their humble, common lot.

Fireflies flitting through the darkness
With their torches all alight,
Frogs and crickets making music
In the fragrant summer's night;
Such is home life in a cottage,
When the summer's at its noon—
Love is sweet and life worth living
E'en to working men in June.

Stars o'er head like watch-fire signals,
Deepening shadows lie below,
Home with happiness abounding,
All the world with joy aglow;
And among the meek and lowly,
Those who've earned their evening's rest,
God be with the common people,
For methinks He loves them best.

CALIFORNIA AND LABOR

(By Basil Bazin.)

THE importance of sound labor legislation in making for proper social conditions and in insuring necessary protection to the workers cannot be over-emphasized. While it is true that too much dependence should not be placed on the State so as to destroy the effectiveness of voluntary associations—such as trade unions and the like—every effort that tends to cause civil society to fulfill its legitimate obligations to its members should be strongly encouraged and diligently pressed to a successful conclusion. In this country today there is happily an awakening along these lines. We are beginning to discard the false theories of absolute natural equality and the doctrine that the State should keep hands off in all cases, which have long ago been shelved by Belgium, Germany, and other European countries.

The 1913 session of the legislature of California was a noteworthy example of this enlightened and progressive attitude. It was the first bifurcated assemblage of that body, a thirty days' interregnum for study and consultation among the people elapsing between the first and second halves of the session. The San Francisco Call terms it "the session which changed the relations of the people and their government; which established a new, if not a luxurious, system of governmental cost." Among the measures which it enacted into law, acts providing for the following might be mentioned as the most important: Compulsory workmen's compensation with competitive State insurance; extension of the eight-hour law for women, so as to embrace hospitals, public lodging houses, apartment houses, and places of amusement; increase of the executive power of the Labor Commissioner; establishment of State employment bureaus; university extension according to the Wisconsin plan; legal prevailing rate of wages; sanitary conditions in labor camps, benefiting a class of workers who have up to the present received little consideration; the regulation of advertising for help, compelling employers to publish the fact that a strike exists when advertising for help to break strikes; mothers' pensions; the prohibition of assignments of future wages; registration and inspection of barber shops by State Board of Health; the carrying of a full crew on all trains; closer regulation of private employment bureaus; the establishment of a system of telephones in mines, and more effective factory inspection.

The workmen's compensation act is considered to be the greatest achievement of the session. It was drafted by the Industrial Accident Board and introduced by Senator Boynton, receiving the endorsement of all labor organizations. It is modeled upon selected features from existing laws of many States, and is said to be the most comprehensive law on this subject thus far enacted by any State in the Union. Under its provisions, employers are obligated to compensate employes or dependants of employes for injuries arising out of any accident in connection with their employment, irrespective of the fault or negligence of either party. Those engaged in farming and kindred pursuits are exempt from the compulsory features of the law, being free to remain under the old liability rules or to come under the compensation act by election, as in the previous voluntary compensation measure, which the present law repeals.

A system of State insurance is established by the second part of the act, thus enabling all employers to relieve themselves from undue obligations by taking out insurance at fair rates, this being only possible through the competition by the State with private insurance carriers.

A safety department is also created upder the management of the Industrial Accident Board, charged with the regulation of employment so as to afford the greatest safety to employes, thereby greatly diminishing the number and seriousness of industrial accidents. If this department is as well conducted as is the work of accident prevention by the Industrial Commission of Wisconsin, a great deal of good will be derived from it by both employers and workers in California.

The opinion of the public press as to the character of this legislature ran the full extent of the gamut all the way from its being "the most vicious aggregation of freaks that ever presumed to legislate for an intelligent people" to "the best and most constructive legislature that ever sat in the State or the United States." The legislative committee of the California Federation of Labor declares it to be "the second progressive" legislature in the history of the State. "The Thirty-ninth session laid the foundation for the regeneration of the State government in the interest of the people at large," their report states. "The Fortieth session sought to construct upon that foundation structures of permanent value for the same end. It has been aptly said that the latter task is the more arduous as well as less spectacular and appreciated, for the reason that it necessarily continues only the new order already inaugurated. And inasmuch as it is constructive, rather than destructive, and it requires time to construct, the result is not so apparent nor so quickly accomplished. In some things we deem this legislature to have done exceedingly well, in others the work did not measure up to our expectations." In this regard, the San Francisco Call intelligently remarks: "Certain it is that the Fortieth session will be remembered for what it did; not for what it failed to do. Its accomplishments were extraordinary. What those accomplishments will mean to the people of the State, what they will mean to the administration responsible for them, are problems soon to be solved."

Time and experience will determine as to whether California has chosen all things well or not. No doubt there are some mistakes that will be made—mistakes that perhaps can later be remedied. In one matter, at least, in labor legislation, that commonwealth has undoubtedly taken the right view. Her citizens have been fortunate that they have had in the governor's chair such a man as Hiram W. Johnson, who has stood uncompromisingly for labor's rights and to whom much credit is due for the recent excellent legislation. Paul Scharrenburg, secretary-Treasurer of the State Federation of Labor, and that body's legislative agent, has declared that Governor Johnson's "uncompromising attitude for an effective workmen's compensation act, notwithstanding the bitter and shameful attacks made upon him because of his determined stand for this bill, by 'Big Business' and the reactionary press, should ever endear him to the men and women of labor." All in all, the results obtained in California are most encouraging.

The Conqueror

It's easy to laugh when the skies are blue.
And the sun is shining bright.
Yes, easy to laugh when your friends are true
And there's happiness in sight;
But when hope has fled and the skies are gray,
And the friends of the past have turned away,
Ah, then indeed it's a hero's feat
To conjure a smile in the face of defeat.

It's easy to laugh when the storm is o'er
And your ship is safe in port;
Yes, easy to laugh when you're on the shore
Secure from the tempest's sport;
But when wild waves wash o'er the storm swept deck,
And your gallant ship is a battered wreck,
Ah, that is the time when it's well worth while
To look in the face of defeat with a smile.

It's easy to laugh when the battle's fought
And you know the victory's won;
Yes, easy to laugh when the prize you sought
Is yours when the race is run;
But here's to the man who can laugh when the blast
Of adversity blows, he will conquer at last.
For the hardest man in the world to beat
Is the man who can laugh in the face of defeat.

Emil Carl Rurin in National Magazine.

STATE, CHRISTIANITY AND ORGANIZED LABOR

(By John B. Powell.)

IN the multiplicity of metaphors modern fancy places organized capital and organized labor as enemies. Certain it is that at the present time the attitude of either to the other is neither complacent nor friendly; in fact, they are so unfriendly to each other that where one makes a move to better itself or increase its power, the other takes on the sharpest of alertness lest it lose by its inertia. The present age is so highly civilized that the intelligent are surprised when one gives evidence that its spirit is yielded to mortal enmity.

The same fancy, however, sees their respective supporters watching with intensity the scoreboard, or, to use a clearer and more correct selection, the bulletins from the field of contest. "Watching the scoreboard" may be in any game wherein the opposing parties are in friendly contest, and naturally it is to be expected that the apparently stronger, winning side has supporters whose interest in that side is as intense as the side's players, while it is just as natural to look for as warm an interest in the losers and their sympathizers.

Not all supporters nor all sympathizers are within the confines of the field of encounter, for there is a vast portion of both standing, as it were, on the outskirts eager and anxiously watching and waiting for every bulletin that comes from the field. Their interest is just as intense as is that of those who are actually engaged on the field and in the fight. There is another class that is wholly unconcerned as to who are winning or who are losing. If the contest bears upon any of the great affairs of life, pity goes to them that their indifference leaves a cloud of ignorance. Still another class have no cheers for either side nor comments to make to indicate whether they are holding or ever held sympathy or sentiment. But study the quiet, silent element and it will be found that it is composed of a reading, unspeakable world the eye of which is ever watchful, the ear always strained and the mind ever active. Nevertheless all these several elements have a power to mold, in silent, potent ways, mighty opinion as well as an intense interest not only in the bulletins from the contested field, but in the contestants upon it.

All these strangely constituted minds —yea, every intelligent mind on the American continent—form an array of watchers intensely interested in the great contest between organized capital on one side, and organized labor on the other.

In calm, cold truth, the watchers all realized that this is not a friendly engagement, an idle contention or a sudden conflict so far as the first-named force is concerned, but rather on its part a mortal fight to broaden its own might and go beyond not to merely cripple or wound, but to fatally and forever destroy the power and presence of those who are resisting its onslaught. Money makes it strong, not in right but in might, not in equity but in individual and collective aggrandizement, not yet in industrial liberality but in industrial oppression, its hope and effort being to crush down to abject slavery the wage-working people of the land.

The people of other countries, but especially the American people, as they watch the conflict and the fight clearly see that the money force is against a moral array whose efforts are to defend and war not only for its own existence, but for the rights, privileges, powers and uplift of the whole working masses in our midst. It is a betterment for them all. That betterment does not mean that it calls for or expects simply the physical enjoyments of the fruits of labor, but rather and more the moral and mental, social and religious privileges and pleas-

ures certain to be had where ample reward is given for skilled and industrial workmanship.

The poor dumb beasts of burden deserve kindness, and all humanity will not hesitate to accord them rest from their laborious work and foods that nourish their bones and bodies and housings that shelter them from nature's severities. True, their intelligence is only instinctive and without knowledge, information or understanding of human life's ideals, and all they are must be summed up in the broad classification that they are simply beasts of burden, and only can we believe they possess the instinctiveness of human nature. Notwithstanding their strength is greater than man, the poor things have friends, true friends in organized labor, for one of the latter's constituents—the International Brotherhood of Teamsters—indeed every body constituent of organized labor that utilizes the co-operation of the "animal dumb"—lays down the principle that humanity must run through all toil.

It is a noble principle, a high ideal, but higher yet is the civilization of especially American labor's organized bodies, all of which seek to lessen the inhumanity of toil and its conditions. We see this noble effort in its extension of the principles of the brotherhood of man; again and again in its condemnation of the outrageous and unlawful and again in its eminence of respect for state, society, church and self.

A member of the National Association of Manufacturers, speaking for and before that body, said "it is unlawful, murderous, damnable conduct of organized labor" that "the association takes exception to." Shall we consider the ideas of civilizations of organized labor, as enumerated above, as embracing "un-Christian, unbrotherly, un-American" methods? Shall we say that the capitalists of the country are all thieves, robbers, embezzlers and defaulters because some of them have stolen money not their own, or robbed, cheated or defrauded others, embezzled money entrusted to them or defaulted with funds that belonged to churches, societies, private and public institutions, governments and individuals?

We are not so "un-Christian, unbrotherly, un-American" as to say that all capitalists and all employers are criminal in class and collection. What, however, shall we say of the atrocities, the cruelties, inhumanities and deprivations prevalent and practiced in the textile mills of Massachusetts and in the coal-mining districts of West Virginia? We know not when nor where this highly moral, truly patriotic and political progressive (all of which is ironically said) National Association of Manufacturers has ever condemned the least of those outrages. We do know, however, that those who control and shape the association's actions have defended the employers who perpetrated them, and we are yet to hear Parry, Post, Pope or Kirby or American Industries denounce them as un-Christian, un-American, unlawful and uncivilized.

It is the spirit of Christianity to counsel and advise and reason and yield that peace may prevail and justice obtain. It is the spirit of national loyalty to uphold the constitution of the United States, and it is the spirit of civilization to look upon and deal with man as a human being with a soul, that exists in hope of seeing no more human slavery, no more atrocities, no more oppressions, but a recognition and the enjoyment of the divine right to rest and reward

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Sunset

Touched by a light that hath no name
A glory never sung,
Aloft on sky and mountain wall
Are God's great pictures hung
How changed the summits vast and old
No longer granite browed
They melt in rosy mist, the rock
Is softer than the cloud;
The valley holds its breath, no oar
Of all its elms is twirled;
The silence of eternity
Seems falling on the world

Whittier

SAILING OUT TO SEA

(By H. B. Moyer.)

EXT to lining up at the pay window at noon Saturday for that little, old pay envelope, one of the finest sports I know of is sailing (if you understand how). Like all things pertaining to human beings, the game has its drawbacks; but it also has its lessons, and many of the latter are readily applicable to the labor question.

Trying to ride a bucking broncho is tame sport alongside of learning to handle a dinghy with a full sheet of canvas in a north or northwest gale. The experienced sailor would naturally take a reef or two in his sail before venturing out in a "blow," but my first experience in sailing was with a full sheet, in a real "blow," and with a novice like myself in the boat to keep me company. What we didn't know about sailing would fill Dr. Eliot's shelves of books and then some, and the only reason why both of us lived to tell the tale without even getting acquainted with a stomach pump or a pulmotor will always be a mystery to ourselves and everybody in the vicinity of the northwest shore of Lake Ontario. In the words of the poet, we went "whither the wind wafted us," and it "wafted" us every place but where we desired to go—namely shore and safety. They told us afterward that the lifesavers at the "Gap" contemplated going out to save us, but the water was too rough to permit them to launch a boat. And us out there with one hundred and forty square feet of canvas over our heads, and a craft the size of a healthy row-boat beneath our feet! One minute we were tearing along at a mile a minute clip, the next minute we had her nose pointing in the wind, and were drifting around like a cork on the ocean. Then we would swing her around too far away from the wind and bang! the old boom would go, as she "jibed" with force sufficient to tear our heads from our shoulders or the mast from its socket. Finally, to cut it short, just when we (and the boat) had absorbed about a foot or two of damp, ice-cold, lake water and we had given up hope of ever indulging in the luxury of another beef stew (in this world, at least) came the sound of scrape! scrape! from the bottom of the boat. We were stranded high and dry on a sand-bar, from which point we were eventually rescued.

"But what," say you, "has all this to do with labor? The building tradesman doesn't have to venture out on the water."

Unless he be born with a silver spoon in his mouth, the average man does have to put out to sea, whether he likes it or not, and there is no sea so hard to navigate (successfully) as the industrial sea. It therefore behooves the man-of-work to place himself in the hands of an experienced navigator lest he find himself bumping into one of the innumerable rocks which jut up as thickly as do house tops in a great city. And be it mentioned that, inasmuch as there are more rocks than harbors, it is easier to connect with the former than with the latter.

It is human nature—especially when one is young—to want to shift for oneself, but there comes a time when the average man realizes that it is excellent business to profit by the experience of others. Millions of unsophisticated young men have ventured out upon the industrial sea lone-handed and utterly devoid of the knowledge necessary to combat the contingent perils. Millions of them have been saved by the good ship union labor; other millions have long ere this become food for the capitalistic sharks. Standing safely on the deck of union labor one can see from all points of the compass the tiny individual craft with their one or two or three occupants. Hither and thither they are dashed. One minute they

appear on the top wave of prospertiy, the next moment they are plunging downward in the depths of hardship. They're on their way but they don't know where they're going!

Coming back to land and bringing our comparisons nearer home, is it unreasonable to liken a tussle between the individual workingman and organized capital to a battle between a mosquito and an elephant? Since the world began the workingman has been bending his back to earn a living for himself and his family. By day his mind has been occupied with his work, and by night he has pondered over the problem of how to make a one-dollar bill buy two dollars' worth of clothing and food. The employer, on the other hand, has been almost exclusively bending his mind toward the question of securing the maximum amount of labor for the minimum amount of wages, with the result that today it requires a very shrewd man to keep even with the average employer, let alone get ahead of him. And it is not to the workingman's discredit that individually he is utterly unable to cope with even one employer, let alone a tremendous organization of them.

"Brer Capital" has sharpened his wits on labor's grindstone since the button was first pressed and the old world sent on its way, and the only men who can successfully cope with him are the labor officials who in turn have made a business of sharpening their wits on capital's grindstone. These men are businessmen —but not in the ordinarily accepted sense. Their business is not to squeeze and grind the laboring classes, but to put them on their feet, and to keep them there.

Are you for or against yourself?

PATRIOTISM, LABOR, REST AND SOME OTHER THINGS

(By Margaret Scott Hall.)

There's a flag unfurled in the western world
Far famed in song and story
It was destined to be "Flag of the free,"
And has been named "Old Glory."

APROPOS of the Fourth of July just past, patriots and patriotism have furnished a popular theme for orators and authors. Especially as the birthday of the United States Flag comes so closely upon the justly famed Fourth of July, such topics are seasonable and pertinent. Most appropriately the recent flag laws that have been adopted in thirty-three states of the Union are to recognize a day to be officially observed as Flag Day. Making this an annual holiday to be observed in every state in the Union is an event devoutly to be wished and which will in time be realized.

The new anniversary was celebrated on June 14, and persistent agitation has brought the subject prominently forward. It is a good idea and well worth the thought and study of all American citizens, young and old. It is strange that such widespread ignorance should prevail concerning our flag. Few could tell anything of the history, origin, or birthplace of "Old Glory." More emphasis should be placed upon the importance of such education.

Our nation has never known defeat on land or sea and it is natural that Americans, rich and poor alike, should be proud of that distinction. All hold in more or less sacred reverence the flag to which so many of the world's population owe allegiance. The industrial life of the country takes a live interest in national traditions which should be preserved. In case of any emergency involving national interests or where national honor needed vindication, the right place to look first for loyalty and patriotism would be among the working people of our land.

Peace is desirable and peace we pray

for, but, if ever we have to fight for it, the ranks of our armies will represent the homes and families of what is known as our common people. Noise and fireworks on the Fourth of July do not always mean patriotism, yet they are a very good indication that the right spirit is being inculcated, and in case of necessity, heroism would not be found wanting.

Since the memorable Declaration of Independence, made in such desperate earnestness by the oppressed people who determined to be free from despotic rule, the history of industrial development has been closely related to the social and commercial progress of the country. Today our labor unions represent, collectively, the most intelligent and best educated of the world's workers, and beyond question the truest specimens of loyal citizenship that may be depended upon in any crisis are to be found among them.

"Protection and patriotism are reciprocal." Then, under the rule of reciprocity, our government should stand by its workingmen. "No chain is stronger than its weakest link." Conditions should be made so wholesome that no man or woman would through privation miss life's sweet opportunities of liberty, and leisure for the legitimate pursuit of happiness. No child should be driven by necessity into industrial competition with its parents.

It has become a national responsibility that the youth of this country have opportunity to become decent citizens, properly equipped for the duties and privileges of at least average citizenship. Neglect of this humane duty would indeed be poor economy for the government. The vital concern of the individual is proportionately the concern of the nation, for the nation is made up of masses of individuals.

If the majority of the people are overworked and overtaxed, pauperized and enslaved, the government will suffer from the inferiority it has neglected to prevent. More emphasis should be placed on useful education. Civic pride should be encouraged, for civic enterprises indicate individual tastes and community interests. Many prosperous and attractive communities, taken as a whole, comprise a section of town or country which is regarded as desirable or otherwise—judged by the class of its people. Appearances count for much, and laboring people should not lose sight of this important fact—it is anything but smart to look tough.

As we make our environment and live up to it, we stamp our lives with the class rating to which we belong. Under the influence of good environment we naturally look up, behave better, and desire knowledge. Craving improvement, we strive for opportunities. The best way for any poor boy or girl to get chances for advancement is to deserve them.

Spurred by ambition, we work for attainment. In short, when we have set our mark high and aim above it, active ambition is bound to get along. We can't be so poor, woe-begone and handicapped that ambition will not be able to pull us up to where we can contribute something of our personality and achievements to the world we live in.

In one sense, laboring people are at a great disadvantage in competition with men of leisure.

They must make up with energy and natural abilities what their competitors had of easy cultivation.

On the other hand, wits sharpened by adversity and goaded by necessity hold their own with the more favored of fortune. A self-made man is usually a formidable rival in any field of endeavor. Idleness and indulgence have seriously crippled many a bright boy's life work.

But "all work and no play make a dull boy." No child should be cheated of his playtime. If a child is robbed of this birthright, it can never in this life be made up to him.

Then forward the good cause of humanity by legislation, labor unions, church activities—any way and every

way possible. Abolish child slavery. Labor and leisure are both essential and wholesome, but too much of either is disastrous.

Organized labor is on the right road and knows it is on the right road, so it can, without hesitation forge happily ahead.

IS A CONTRACT FOR A CLOSED SHOP A "CRIMINAL CONSPIRACY"?

(By Joseph Owen.)

UCH has been said and written about the closed shop, not only in its favor by its adherents, but against it by its adversaries, and consequently in a discussion of this most important question we are led to a consideration of the reason for union organizations.

Let us see. Broadly speaking we can divide the reasons for unions into three classes:

1. To secure better wages.
2. To secure shorter hours of labor.
3. To make employment a certainty for members.

The balance of reasons, such as sanitary working conditions, the union label, more light in the factory, apprenticeship rules, etc., can all be classed under, and as ancillary to, the three classes set out above.

The third reason assigned, i. e. "to make employment a certainty for members," is the one with which we are concerned in this article. The question of wages, shorter hours, etc., is always open to conciliation and arbitration, and the representatives of the unions are always willing to arbitrate these controverted questions, but there can be no arbitration of the closed shop proposition, for the reason that on this feature of unionism the men, as a body, must stand or fall.

The trade unions in the first instance were developed among the workers, who in desperation were forced into organization, on account of the "pluck me stores," the "sweatshop conditions," the "low wages" and "long hours," under which they were compelled to labor. After organization, they first said: "We want the pluck-me stores abolished;" this was accomplished. They then said: "We want more sanitary surroundings during working hours;" they secured that. They then demanded "shorter hours of daily labor," and secured them. And then, from time to time, as the price of living advanced, they asked for, and, usually after an industrial battle, they secured more pay.

But even these advantages did not eliminate the ills to which they were heirs, for the reason that the employers were continually discharging those whom they were pleased to call "agitators" and employing non-union "pace makers" to disrupt the conditions the trade unionists had gained through their collective efforts. Realizing this, the leaders very wisely came to the conclusion that to remedy that evil it would be necessary to devolve some plan whereby only members of the organized crafts would be employed by any certain firm or contractor, and this thought led to the birth of the greatest industrial weapon ever placed in the hands of organized labor. It is, generally speaking, the "dove of peace," "good-will," and "fair treatment" on the part of both the employer and employe, and if rightly used by the parties to the contract, it means more industrial peace than can be secured by any other means or methods.

In innumerable decisions handed down by the courts it has been held that the men have a right to organize; ask for better conditions; ask for higher wages; ask for more sanitary surroundings; or ask for anything within reason to im-

prove their moral, intellectual, physical, and social welfare. The courts have further said that the employers have a right to organize and combat these demands, and seek to get the men for the lowest wage possible, to work the man under conditions named by them. Now, then, this being the case, and both parties being legally organized, is there any man or set of men who are so devoid or deficient of "gray matter" that will say an agreement entered into by these two contracting parties for the closed shop, wherein the employer obligates himself to hire none but members of the union, and the men obligate themselves to work for him for a given compensation and to furnish the employer with all the men he needs from their ranks, is "criminal?"

Sub-consciously, men prefer the society of their own kind, and if Frank Dones and Jim Kones are both members of the same lodge and a third man is not a member, then Dones or Kones will allow the scales to balance in favor of each other; and the same is true if Dones and Kones belong to the same trade organization. If there is an opening in the shop where Dones works, he will inevitably try to secure it for Kones and no man would dare say that this was "criminal." To carry this logical reasoning a step farther: suppose this third man should secure a job in the shop where Dones and Kones were working, and his society was distasteful to these two brothers for any reason, or for that matter for no assignable reason. Would it be "criminal" for Dones and Kones to go to the boss and say, "Either you fire that man or we quit?" Is there anything "criminal" in this?

To go still further; suppose two-thirds of the men in any given industry do this; would it be illegal? Would it be "criminal?" It has been held not, and one of the leading cases on this point is National Protective Association vs. Cummings, 170 N. Y. 315—63 N. E. 369—58 L. R. A. 135, wherein the court said: "The right of workingmen to organize for the purpose of improving their conditions cannot be questioned. They may, in order to compel their employers to accede to their demands, quit the service singly or in a body, persuade other workmen to unite with them in the furtherance of their purpose and refuse to allow their members to work where non-union men are employed. They may refuse to have any sort of dealings with employers of non-union men."

Scores and scores of decisions have been handed down by the courts touching these points, and if the men have the undisputed right to do this, then it cannot be contradicted that the employers have a right to organize to combat this; and if this condition arises—and let me add that it does frequently—then what is to prevent these two parties from getting together and making an agreement which will insure industrial peace, whereby the employer agrees to hire none but members of the organization, pay certain wages, work certain hours, and the men agree to work for the employer, and under those conditions and to furnish him all the help he needs from their ranks and according to those terms? Any "conspiracy" or "criminality" about that?

We most earnestly contend not, and all the specious and verbose criticism indulged in by our adversaries will not and cannot change the equitability of such a contract.

The States pass laws (and enforce them, too) which provide that the lawyer, physician, and many members of other professions must have certain qualifications before being entitled to practice. Aye, some States even go so far as licensing certain artisans, and no one is heard to say that those laws contravene public policy. Cities go to work and pass ordinances saying that peddlers shall have licenses and pay for hawking their wares. Yet, they do not charge the groceryman anything for running his store. They say to the peddler: Oh, no! you cannot sell here unless you make an agreement and pay the city for making a living—and you never hear anyone send up the horror-stricken or plaintive

plea that these agreements are illegal, or that they contravene public policy.

Then why, may we ask, is an agreement between the employer and employe any different from these State and municipal laws? Laws are supposed to spring from the crystallization of public sentiment and policy, and certainly as the law bodies are created by and through and for the people, they can have no greater power than inheres in the people who created them.

'Tis a fallacy pure and simple, and cannot stand the scrutiny of any fair-minded people, to say that the agreement entered into by the employer and employe is a "criminal conspiracy."

Not so many years ago men going to work for an employer had to sign a card saying that he was not a member of any labor organization, would not so become and never had belonged. The card further provided that if he broke his promise, he would be subject to instant dismissal. Did we hear our friends (?) rave and rant about this? No, most certainly not, and when they claim that the agreement between the employer and employe is "criminal," in view of past events and conditions, they fall by the weight of their own argument.

The old common law doctrine of "caveat emptor," or "let the buyer beware," still holds good in every-day business affairs, and holds good in dealings between labor and capital, and it is up to the men and employers to make their own agreements, and it is up to each party to get the best terms possible under the surrounding conditions.

Just simply a battle of wits between the representatives of the men and the employers, and the employer should not be heard to complain if labor's representatives are the more astute diplomats and secure more for the men than the employer wants to give. By their taking the stand that the closed shop agreement is "criminal," they are not only saying that they are "accessories" before and after the fact, but further admitting that the composite mind, speaking through these representatives, has better business acumen than they themselves possess.

CARPENTERING IN SOUTH AFRICA

(By George Cecil.)

CARPENTERING in South Africa is of two kinds — professional and amateur, the last-named class predominating in the country district, where the farmers and settlers, being thrown on their own resources, learn to use the various tools forming the provincial carpenters' outfit. Indeed, the amateur has so much practice, that in many cases he is equal to the professional, a condition of things which sometimes leads to strained relations between the hirer and the worker. For when the carpenter embarks upon a job he may find that his idea as to what constitutes a fair price does not coincide with the hirer's, and that if he declines to go on with it some one about the house is ready to finish the work.

—Native Competition—

The above is not the only competition —the natives also are in the field, and, as they are ready to work for a bare living wage, they decidedly are a thorn in the flesh of the white carpenter. In fact, the black man is willing—even anxious—to labor at a rate which scarcely would keep his competitor in tobacco; he charges twenty-five cents where the exiled craftsman expects at least a dollar—and perhaps more. Nor is the reason far to seek; though Africa is one of the most expensive countries on earth for the white man, the native can support life

upon very little money. His one suit (of linen) costs about $1.50 and lasts four or five years; he can lodge himself for twenty-five cents a week, and his daily meal of rice and stewed vegetables does not run away with more than a dime at the most. As to amusements, the native carpenter scarcely wants any—he likes to chatter with the other blacks, and he is not averse to a friendly gathering at which a fiery concoction entitled "Cape Brandy" plays a prominent part. But, as a rule, he is well content to sleep away the sunlit hours during which he remains idle. The white carpenter, on the other hand, craves for recreation—he is attracted by race meetings and theatrical performances; excursions appeal to his festive mind, and, like most of his race, being a sportsman at heart, he pines for a day on the "veldt" after spring-bock and other varieties of deer. If the carpenter is an exile he also looks forward to saving enough to enable him to return to England periodically, and to buy a share in the business which he has helped to build up. Unfortunately, living is just three times more expensive than it is "at home;" consequently, it takes him pretty well all his time to keep his head above water.

—Contracts—

In addition to the regular carpentering jobs offered by the country-people and by the residents of Cape Town, Kimberley, Johannesburg, and other towns, there are a number of government contracts in the gift of the military and civil authorities, for all of which there is the keenest competition. Here also the native, by tendering at a cut price, contrives to oust the white carpenter, and such is his cunning that he makes the application under an English name and engages an Englishman to act as principal and to represent him at all interviews with the head of the department, for experience has taught him that the authorities prefer to bestow patronage on an English carpenter wherever possible. It may be added that a contract to floor a barrack-room, or to provide a public building with window frame-work, may yield the colored carpenter a profit which will keep him in luxury for six months.

—A Warning—

Should the reader, dissatisfied with his prospects, conclude to quit the United States for South Africa, he would do well to think twice before leaving the frying-pan for the fire.

TRADE GUILDS AND TRADE UNIONS

(By Charles S. Devas in his "Political Economy.")

The Mediaeval Trade Guilds—Among the associations for industrial purposes the trade guilds which were so conspicuous in mediaeval Europe deserve our attention, because for a long while they solved the problem of workmen's insurance that is so pressing in our time. Their leading features were briefly as follows:

All who practiced a trade were obliged to belong to a guild which regulated the conditions of production and sale. Every member had first to serve as an apprentice with a master who was responsible for his moral as well as his technical education; and when his years of apprenticeship were over, he became a journeyman, free to choose the particular master for whom he would work, and not exposed to the master's will concerning the hours and conditions of work and the amount of wages; for all this was settled by the guild. Later, when his savings were enough to pay the necessary fees, and his technical skill enough to perform a masterpiece, he reached the third stage and became a master.

But risen to this post, he was bound by the very protective rules that had enabled him to rise. The guild, in concert with the urban authorities, regulated the hours of labor, the number of holidays, and the rate of wages; acted as a court of arbitration for settling all disputes, and effectively prevented the master from rising out of the middle class

into the richer class by limiting the number of apprentices and journeymen that each master might at any one time employ. It also acted as a friendly society and popular bank, having a corporate fund, or collecting regular subscriptions from the members, to support such of them as were sick or old, as well as their widows and orphans; and making advances in goods and moneys to members in difficulty.

In the organization of industry there were indeed weak points; likelihood of delay in becoming a master, and difficulty of marriage before it; danger of vexatious disputes between guilds concerning the demarcation of their work, namely, what each might make and sell; liability of a guild degenerating into a monopoly for the benefit of a few masters, hostile to improvements and hampering production by antiquated regulations. But this is only saying that, like all other human institutions, the guilds needed watching and periodical adjustment to new conditions; and their destruction without any proper substitute was a grievous injury to the poorer classes of Europe.

Characteristics of Trade Unions—A trade union in the strict sense has the three characteristics of being an association exclusively of workmen, and of workmen in industries conducted on a large scale, and thirdly, having as the chief aim of the association to secure good terms for the workmen in dealing with the masters. In all three points trade unions differ from guilds, which indeed in some points they resemble by acting as benefit societies and insuring their members against sickness, accident, and old age; besides spending vast sums on what the guilds had no need to do, namely, providing for members out of work. Historically, trade unions grew up in England with the growth of factories, with the destruction of small and domestic industries, with the abolition of old official regulation of apprenticeship, of wages, and of hours of work. The unregulated relations that were the outcome of this industrial revolution reduced the workers in the new "grand industrie" to the extremity of wretchedness, and trade unions arose as a measure of self-defense. Forbidden by law till 1824, they began in secrecy and often were maintained by violence; but gradually won toleration, and at last, by the Act of 1871, legal recognition and even the approval of the public; and they have been imitated and are rapidly spreading in North America and on the continent.

Sisters Aid Labor

The report of the committee to investigate the charge that the management of the House of the Good Shepherd, New York City, had permitted interdicted work to be done by the inmates during the recent strike of the Children Dressmakers' Union, says the Brooklyn Eagle, was the chief topic of interest at a recent meeting of the Central Labor Union in the Labor Lyceum. The committee in its report stated that the mother superior of the institution had declined to receive further work from the struck firm until notified officially that the strike had been adjusted; hence the charge of unfairness against the management of the house was unintentionally untrue.

Within an hour after receipt of the notification that work from a struck firm was being handled by the institution's inmates, the committee finds, a message was returned stating that all such work would cease until a settlement of the dispute had been arranged. While it is unwise, the committee concludes, to make harsh charges or take hasty action before all the facts are in, nevertheless the young women were in a sense justified in placing the institution in the poor light they did before the members of the Central Labor Union, but with all the facts at hand it is clear that there has scarcely ever been so prompt and emphatic an example of good will and of co-operation as that shown by the sisters.

The ready desire to extend assistance in this case is a striking proof that labor's age long cry for justice has penetrated even cloistered walls and brought forth a response that will surely serve to open other ears long deaf to our appeal.

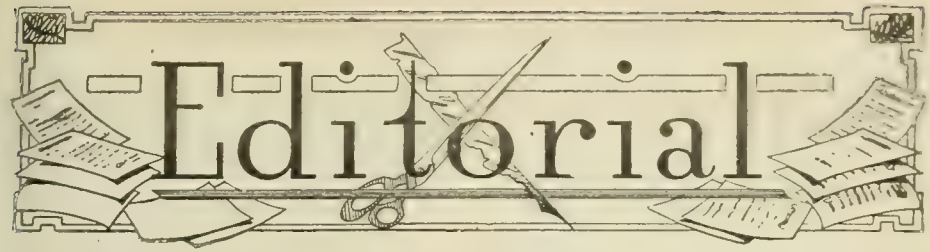
If You Only Try

Somebody has said that it couldn't be done,
But he, with a chuckle, replied,
That "maybe it couldn't", but he would be one
Who wouldn't say so till he tried,
So he buckled right in, with the trace of a grin
On his face. If he worried he hid it.
He started to sing as he tackled the thing
That couldn't be done—and he did it.

Somebody scoffed: "Oh, you'll never do that;
At least no one ever has done it."
But he took off his coat and he took off his hat,
And the first thing he knew he'd begun it;
With the lift of his chin, and a bit of a grin,
Without any doubt or quiddit;
He started to sing as he tackled the thing
That couldn't be done—and he did it.

There are thousands to tell you it cannot be done,
There are thousands to prophesy failure;
There are thousands to point out to you, one by one,
The dangers that wait to assail you;
But just buckle in with a bit of a grin;
Then take off your coat and go to it;
Just start in to sing as you tackle the thing
That "cannot be done"—and you'll do it.

—*Iconoclast.*



THE CARPENTER

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of
Carpenters and Joiners of America

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INDIANAPOLIS, AUG., 1913

Clearance Cards

One source of continual complaint among our locals in certain places is the failure of traveling members to deposit their clearance cards when entering a new locality. Many of these men, particularly when coming into a partially organized region or into the territory of a local paying smaller benefits than the one to which they formerly belonged, retain their cards and even, on request, refuse to deposit them. Quite a few of them, it is also charged, often work for longer hours and at a lower rate of wages than their brother in the vicinity in which they are, thus not only violating the constitution of the United Brotherhood, but the very basic principles of trade unionism, greatly inconveniencing the unions visited and often seriously injuring them in their efforts to better conditions. The organization in general is likewise handicapped by the fact that no per capita tax is paid on these members during the time their cards are out.

Section 102 of our constitution clearly and emphatically declares: "It is compulsory for the member to report and deposit his clearance card at the office of the D. C., or Local Union where no D. C. exists, before securing work, pending a meeting of the L. U., and comply with all local laws. And in no case shall the F. S. accept dues from any member working in another jurisdiction of any other L. U. or D. C. without the consent of such L. U. or D. C." There can be no valid excuse for failure to comply with this provision of the constitution. The member who does so is certainly not fulfilling his duties as a union man. He is harming his brothers, hampering them in their efforts to benefit themselves, shamefully neglecting his obligations to the Brotherhood, and his conduct cannot be too strongly condemned.

This practice of retaining clearance cards is said to be increasing at an alarming rate at the present time in western Canada. Trade conditions in that section are not the very best, work being exceptionally scarce there this season, and this action of traveling members of the U. B. in not joining local unions and abiding by local laws has rendered the situation overstrained and serious. Transient members in that and all other districts, if they have no appreciation of the spirit of fraternity which they should show to our brothers, who are permanently situated in those parts, should remember that the constitution of the Brotherhood obliges them to deposit their clearance cards "at the office of the D. C., or Local Union where no D. C. exists, before securing work." It

is time that this section of our laws was properly respected and obeyed.

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The New Industrial Commission

During the Sixty-second Congress a bill was passed without serious opposition—but, on the other hand, with many enthusiastic endorsements—providing for the creation of a commission on industrial relations, and was approved by the President on the 23d of August, 1912. Under the provisions of this act, the commission was to be composed of nine members, "to be appointed by the President of the United States, by and with the advice and consent of the Senate, not less than three of whom shall be employers of labor and not less than three of whom shall be representatives of organized labor," the other three, of course, to serve as representatives of the general public. The Department of Commerce and Labor —the new Department of Labor not having at that time been created—was authorized to co-operate with the commission "in any manner and to whatever extent the Secretary of Commerce and Labor may approve."

Not long after the passage of this measure, President Taft appointed Senator Sutherland of Utah, George B. Chandler of Connecticut and Charles S. Barrett, president of the Farmers' Co-operative and Educational Union, as members of this commission, representing the public; Frederic H. Delano, president of the Wabash Railroad Company, Adolph Lewishon, and F. C. Schwedtman, vice-president of the National Manufacturers' Association, as representatives of the employers, and James O'Connell, John B. Lennon, and Austin B. Garretson as representatives of labor. Owing to strong opposition that developed to certain of these nominees, however, the Senate refused to confirm the appointments, and the matter was allowed to rest until June 26 of this year, when President Wilson submitted a new personnel for the Senate's consideration. The representatives of labor remain the same as on the former list, F. P. Walsh, John R. Commons and Mrs. J. Borden Harriman are named for the public, and Mr. Delano, Harris Weinstock of California, and S. Thurston Ballard of Kentucky are chosen to represent the employers.

The commission, as now formed, should be able to accomplish a great deal of good. Its members are already to a great degree conversant with the problems they will have to face. The representatives of labor are men who have had many years of experience in the great schools of hard work and of trade unionism. Mr. Lennon has been treasurer of the American Federation of Labor for many years and has been honored with the highest office in the tailors' union. Mr. O'Connell is president of the Metal Trades Department of the A. F. of L. For nineteen years he was president of the International Association of Machinists. Both of these men are members of the executive council of the American Federation of Labor and were unanimously endorsed for these positions on the industrial commission by the Rochester convention of that body. Austin B. Garretson, president of the Order of Railway Conductors, is favorably known all over the country as an able and level-headed leader of a great organization.

The representatives of the public seem to fully meet the objections which were raised against the previous nominees. Mr. Walsh is an able lawyer of Kansas City, who has done much in social work; Professor Commons is the celebrated teacher of economics in Wisconsin University and a member of the Industrial Commission of that State. Mrs. Harriman is the well known social worker of New York. There is also reason to believe that the employers' representatives will show a much keener appreciation of present-day conditions in industry than their predecessors would have done. There was no dissent to the appointment of Mr. Delano and his name remained. Of the two new nominees, Mr. Weinstock is a merchant and real estate dealer and Mr. Ballard a manufacturer.

The duties of the commission are merely investigatory and advisory in character, but very broad in scope, allowing sufficient latitude for a thorough probing into all phases of industrial activity. In the words of the act itself:

The commission shall inquire into the general condition of labor in the principal industries of the United States, including agriculture, and especially in those which are carried on in corporate forms; into existing relations between employers and employes; into the effect of industrial conditions on public welfare and into the rights and powers of the community to deal therewith; into the conditions of sanitation and safety of employes and the provisions for protecting the life, limb, and health of the employes; into the growth of associations of employers and of wage-earners and the effect of such associations upon the relations between employers and employes; into the extent and results of methods of collective bargaining; into any methods which have been tried in any State or in foreign countries for maintaining mutually satisfactory relations between employes and employers; into methods for avoiding or adjusting labor disputes through peaceful and conciliatory mediation and negotiations; into the scope, methods, and resources of existing bureaus of labor and into possible ways of increasing their usefulness; into the questions of smuggling or other illegal entry of Asiatics into the United States or its insular possessions, and of the methods by which such Asiatics have gained and are gaining such admission, and shall report to Congress as speedily as possible with such recommendation as said commission may think proper to prevent such smuggling and illegal entry. The commission shall seek to discover the underlying causes of dissatisfaction in the industrial situation and report its conclusions thereon.

We sincerely trust that the present members of this commission may, during the three years allotted for their initial terms, be able in a great degree to successfully carry out the program outlined above and to lay the foundation for future systematic and enlightened work by succeeding commissioners.

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Colonel Mulhall's Story

The disclosures of Judge Lovett and David Lamar before the Senate investigating committee, which immediately followed the President's charge that there existed an insidious lobby in Washington which should be looked into, and which were given such wide publicity by the daily press, paled into insignificance when compared with the recent testimony of Colonel Martin Mulhall, the confessed lobbyist, briber, and strike-breaker, formerly employed in that capacity by the National Manufacturers' Association. Men of high position, members of the House and of the Senate, are involved in the Colonel's story, which narration seems almost beyond belief to those persons who are unfamiliar with the body whose acts he is now revealing. It is a long and lurid tale of attempts at bribery, successful and unsuccessful, of corruption and intimidation, unparalleled before in the history of this country—or perhaps, for that matter, of any other.

The word of a man of Mulhall's self-confessed baseness would ordinarily be entitled to but small respect, but in this case it is in line with past occurrences in the industrial world, with many incidents which the members of organized labor themselves have experienced, and, moreover, is supported by a mass of documentary evidence. If only a part of this ex-lobbyist's story is found true—and from the evidence already presented there can be no doubt of this—enough will have been learned to inform the public of the nefarious practices of the National Manufacturers' Association and to verify labor's long-ago asserted charges of the illegitimate methods of that organization.

One of the most happy features of the whole matter is the fact that the higher officials of organized labor have not only come forth from the test unscathed, but with their honor brightened and their unswerving loyalty to the cause they represent strengthened and confirmed. President Samuel Gompers, as the executive of the A. F. of L. had made public at the Federation convention in Norfolk six years ago, was approached by a certain "Mr. X," according to Mulhall (Mr. Gompers declares the man to have been Broughton Brandenburg), with the view of inducing Gompers to seek re-election for the position of president, resign immediately after being successful, and

write up an indictment of organized labor in the form of a confession. For this traitorous conduct he was to be granted a lump sum of money and an annual allowance which would assure him an easy existence for the rest of his life. Mulhall states that $40,000 was laid aside for this purpose. John Mitchell, Frank Morrison, and other Federation officials were to have been bought up in a similar manner, but needless to say, all these efforts failed. The men at the head of the labor movement in this country are tried and true. They are fighting a battle for principle and not for personal enrichment. They are demanding justice for the toilers, from out of whose ranks they have risen and whose aspirations they feel. That also the revelations of Mulhall have shown us.

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In Western Canada

The exorbitant cost of living is a scourge which afflicts the workers in the building trades in the provinces of western Canada at the present time. Brother Arthur Martel, in the course of his recent trip through this section, studied this grave subject quite carefully and has been able to furnish us the following data in this regard.

The bare necessities of life, generally speaking, for a family of five persons only, in a city of western Canada, cost the following prices, respectively:

	Per Week.	Per Year.
Rent	$8.00	$416.00
Water	.40	20.00
Light	.50	26.00
Heating	2.50	130.00
Groceries	5.00	260.00
Bread	1.00	52.00
Meat	4.00	208.00
Milk	.70	36.40
Shoes	.85	44.20
Clothing	4.00	208.00
School	.30	15.60
Doctor	.75	39.00
Fraternal societies	.45	23.40
Sundries	1.00	52.00
Church	.25	13.00
Trade cost	.75	39.00
Fire insurance	.07	3.64
Union dues	.25	13.00
Incidental	2.00	104.00
Total	$32.77	$1,703.24

Average number of weeks worked by carpenters per year, 41.

Wages per week, $27.00; expenses per week, $32.77; deficit, $5.77.

Wages per year, $1,404.00; expenses per year, $1,703.24; deficit, $299.24.

The carpenters of the West ought to receive 63 cents per hour to live up to this standard.

These same necessities for a family of eight persons in a city of eastern Canada would cost as follows:

	Per Week.	Per Year.
Rent	$3.50	$182.00
Water	.21	10.92
Light	.50	26.00
Heating	.95	49.40
Groceries	4.00	208.00
Bread	1.68	87.36
Meat	4.00	208.00
Milk	.84	43.68
Shoes	.85	44.20
Clothing	2.65	137.80
School	.40	20.80
Doctor	.41	21.32
Fraternal societies	.42	21.84
Sundries	.97	50.44
Church	.20	10.40
Trade cost	.18	9.36
Fire insurance	.07	3.64
Union dues	.20	10.40
Incidental	1.50	78.00
Total	$23.53	$1,223.56

Wages per week, $22.95; expenses per week, $23.53; deficit, $0.58.

Wages per year, $1,193.40; expenses per year, $1,223.56; deficit, $30.16.

The carpenters of eastern Canada ought to receive 44 cents per hour to live up to this standard.

These figures serve to show our members in eastern Canada (and in the United States) the grave and serious situation of their brothers in the western part of the Dominion. The cost of living is high and work of all kinds is un-

usually rare. The members in eastern Canada and the United States should, therefore, stay away from this region at the present time. Too much attention should not be paid to advertisements in the newspapers, but each member should obtain from his secretary the facts in regard to this matter before migrating to the western provinces of the Dominion.

Union Membership in Canada

Some interesting facts respecting labor and its organizations in Canada are contained in the annual special report on the subject by the Department of Labor of the Dominion. The union membership in the last calendar year increased from 133,132 to 160,120 at the end of 1912. The report says in part:

"It is now well understood by those interested in the subject that the great majority of units of organized labor in Canada are affiliated with international organizations having their headquarters in the United States. The mass of membership is in all these cases south of the line, the Canadian membership receiving generally its proportion of officials. This system of internationalism in labor organization in Canada is apparently confined to no particular class of workers, and extends throughout practically all industries; in some cases, however, the workers have favored a form of unionism independent of the international bodies and have proceeded on non-international lines."

International unions in North America number 148, and 99 have affiliated locals in Canada. Of the latter eighty-two are in affiliation with the American Federation of Labor. The Canadian membership of this federation is about 93,000, or one-twentieth of the whole.

The tables submitted show that the 136,389 workers in Canada who are members of international organizations are contained in 1,638 local branches; this is an increase of 107 locals and 16,974 members over the figures reported for 1911.

Of Canadian organizations there are 217 local branches with a total membership of 15,616, a slight increase for the year; and in addition there are twenty-eight independent bodies, of which 16 report a membership of 8,115, thus bringing to the figure of 160,120 the total membership reported in the 1,883 local branches and independent trade union organizations of all types in Canada at the close of the year 1912. The total membership reported for 1911 was 133,132, contained in 1,741 local and independent bodies.

The total number of wage earners of Canada may be fairly estimated for the current year at 1,300,000.

With regard to the large majority of wage earners who remain thus apparently untouched by organization and representing 88 per cent. of the whole, organization is chiefly lacking in the case of unskilled labor. Farm labor and the class of workers described generally in the census and other official returns as "laborers," that is men without technical instruction of any kind, alone comprise about one-fourth of the total male wage earners, and these are practically unorganized. Female workers, too, are but little organized in Canada. The number of women workers in 1909 was placed at 186,042, and may be (again allowing an increase of 40 per cent.) placed at 260,000 at the end of 1912. The extent of organization among women workers in Canada is not easily ascertained, but the information to hand shows there is little to report. Organization on the part of female workers is found chiefly in the manufacturing group, in such callings, for instance, as garment workers, cigarmakers, bookbinders, etc.

The trades union membership throughout the world aggregates 11,435,498. Germany is first, Great Britain second, the United States third. The report gives a complete list of all unions in Canada and their officers.

To Truth's house there is a single door
Which is Experience. He teaches best
Who feels the hearts of all men in his breast
And knows their strength or weakness through his own.
Bayard Taylor

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Report of General President Kirby for Quarter Ending June 30, 1913

Indianapolis, Ind., July 14, 1913.

To the Officers and Members of the General Executive Board—Greeting:

The past quarter I have visited Grand Rapids, where a large and enthusiastic meeting was held; attended the District Council meeting in Muskegon, Mich.; addressed a large meeting at Rochester, N. Y.; attended the Buffalo District Council meeting; visited New York City and held a conference with the calamine trim manufacturers; also attended a conference in Washington relative to a dispute between our organization and the Amalgamated Sheet Metal Workers over the setting of metal frames.

There are several cities at the present time where our men are locked out or are on strike for better conditions. In some of these cities the prospects are bright for an early adjustment. In others the indications for a favorable settlement are not so encouraging. Among all our troubles the strike at Quincy, Ill., stands out clearly as one of the hardest fought battles we have had for some time. The strike took place late in the year of 1912, and is still on, with scarcely the loss of a man.

At the last meeting the Board will recall that I laid before them several communications that had passed between myself and the secretary of the Amalgamated Carpenters, Thomas Atkinson, of New York City. This finally resulted in a meeting being held in Cleveland, Ohio, on May 7, 1913. I appointed the following committee: Frank Duffy, Daniel A. Post, Arthur Martel, John H. Potts, T. M. Guerin, including myself, to represent the Brotherhood, and the following were there representing the Amalgamated Society: Robert S. Thorburn, Thomas Atkinson, Wm. W. Young, Charles S. Bottomley, A. S. Wells and Herbert Crampton. After some three days spent, the following agreement was reached and signed by the two committees:

Plan of Solidification of the Amalgamated Society of Carpenters and Joiners and the United Brotherhood of Carpenters and Joiners of America.

1. All branches of the Amalgamated Society shall be registered as Local Unions of the United Brotherhood and shall receive charters gratis from same and be given consecutive numbers.

2. The beneficial system of the Amalgamated Society of Carpenters and Joiners shall be retained and controlled by them under its rules and stipulations as prescribed in its constitution.

The laws and rules governing and pertaining to the benefits paid under the constitution of the Amalgamated Society of Carpenters and Joiners shall only be altered or amended by a vote of the members entitled to said benefits, and the fund created for the payment of such benefits shall be at all times controlled as prescribed in the constitution of the Amalgamated Society of Carpenters and Joiners, and cannot be superseded by any claim of the United Brotherhood officials or non-contributors.

3. The beneficial system of the United Brotherhood of Carpenters and Joiners of America shall only be altered or amended by a vote of the members entitled to said benefits and the funds created for the payment of such benefits shall be at all times controlled as prescribed in the constitution of the United Brotherhood of Carpenters and Joiners of America.

4. The United Brotherhood of Carpenters and Joiners of America is hereby given full, complete and absolute control of all questions relative to and a part of the militant and economic trades union movement only in the United Unites, its colonies, dependencies, the Dominion of Canada, and the republic of Mexico.

5. Local Unions of the Amalgamated Society shall pay a per capita tax of 10 cents per member per month to the General Office of the United Brotherhood of Carpenters and Joiners of America. Members enrolled in United Brotherhood locals shall be exempt from payment of this 10 cents per month dues to the Amalgamated Society and shall be enti-

tled to all trade rights and privileges of the United Brotherhood of Carpenters and Joiners of America.

Said per capita tax shall include payment of affiliation to the American Federation of Labor, Building Trades Department and the Trades and Labor Congress of Canada, and carries with it exemption from all general levies which may be imposed on the membership of the United Brotherhood of Carpenters and Joiners of America.

It is hereby agreed that all service and protection compatible with the foregoing shall be extended to the Amalgamated Society in organizing and such other work as may be necessary for the well-being of the solidified organization.

6. All locals admitted under this plan shall be governed by the constitution and by-laws of the District Councils of the United Brotherhood of Carpenters and Joiners of America in all trade matters. They shall also be subject to the same per capita tax for the support of the District Councils.

7. All members of the Amalgamated Society of Carpenters and Joiners shall, upon their arrival within the jurisdiction of the United Brotherhood of Carpenters and Joiners of America, present their contribution card as evidence of good standing in the Amalgamated Society and shall be accepted to membership in the Local Union without payment of initiation fee and be at once entitled to all the trade rights of said locality upon the payment of the local per capita tax for trade purposes and be amenable to the trade rules of said locality.

8. All members of the United Brotherhood of Carpenters and Joiners of America shall, upon their arrival within the jurisdiction of the Amalgamated Society of Carpenters and Joiners, present their due book as evidence of good standing in the United Brotherhood of Carpenters and Joiners of America, and shall be accepted to membership in branches of the Amalgamated Society without payment of initiation fee and be at once entitled to all the trade rights of said locality upon the payment of all local levies for trade purposes and be amenable to the trade rules of said locality.

9. Under this plan of solidification any member desirous of securing the benefits at present paid by either or both organizations, may do so by complying with the laws and rules governing such benefits as prescribed in their respective constitutions.

10. Any member who has been fined or expelled by a three-fourths vote of his Local Union or District Council for cause, shall not be again admitted into any Local Union until restitution be made or satisfaction given and accepted by a three-fourths vote of a special called meeting of the Local Union or District Council imposing the penalty.

Any member misappropriating the funds of any Local Union within the jurisdiction of this plan shall not be readmitted until full restitution has been made. All fined and expelled members have the right of appeal as provided for under the provisions of this plan of solidification.

11. It is hereby provided that in the event of any contention arising in the practical application of the foregoing plan, that the General President and the General Secretary of the United Brotherhood and the District President and District Secretary of the Amalgamated Section shall be and are authorized to render an interpretation which shall be binding on all concerned.

This plan of solidification shall be in force January 1, 1914, if ratified by the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Society of Carpenters and Joiners in accordance with their respective constitutions.

JAMES KIRBY, Gen. Pres.
FRANK DUFFY, Gen. Sec'y.
DANIEL A. POST, Member G. E. B.
ARTHUR MARTEL, Member G. E. B.
JOHN H. POTTS, Member G. E. B.
T. M. GUERIN, Member G. E. B.
Committee Representing the United Brotherhood of Carpenters and Joiners of America.

ROBT. S. THORBURN,
U. S. District President.
THOS. ATKINSON,
U. S. District Secretary.
WM. W. YOUNG,
Canadian Dist. Sec'y.
CHAS. S. BOTTOMLEY,
General Executive Board.
A. S. WELLS,
G. C. Eleventh District.
HERBERT CRAMPTON,
G. C. Tenth District.
Committee Representing the Amalgamated Society of Carpenters and Joiners.

Let me say that I believe this agreement is just and equitable. It gives the United Brotherhood control over the working conditions throughout their jurisdiction. It also protects the members of the Amalgamated Society against loss of benefits in their society. It will do away with two organizations in the wood-working industry and will leave no place for the individual who is disciplined by his organization to find refuge. I trust the agreement meets with your approval and that it will be ordered sent to the membership for their approval by the referendum vote in accordance with our constitution.

During the month of June our organization, the Amalgamated Society of Carpenters, and several contractors of New York City were made defendants in a lawsuit in which the plaintiffs contended that an agreement entered into between our organization and the contractors was in restraint of trade. Not being in a position to attend to this myself, I delegated General Secretary Duffy, together with Board Member Guerin, to look after this case, and a copy of their report will be submitted for your consideration.

The trade movements of this year have been numerous, and in most instances successful. The increase in wages has been greater than heretofore, as, in a large majority of the cases, wages have been increased from four to six cents per hour, and at the present time our organization is growing rapidly, with bright prospects for its continuation.

There is no dissension in our organization except in New York City, wherein the New York District Council suspended Local Union 309. I expect, however, that this matter will be adjusted within a very few days.

I have had several appeals at this office recently regarding Local Unions subscribing for political papers from their general fund for each individual member. I have always ruled against this action on the part of the Local Unions, and shall continue to do so. I make a distinction between a labor paper that devotes itself exclusively to labor matters and the general betterment of the working classes, to those who have political affiliations and who advertise and advocate the election of any class or set of men, no matter what their political faith may be.

I desire at this time to thank the members of the Board for their uniform assistance during the past quarter, and also my co-officers at the General Office.

With best wishes, I remain,

Sincerely and fraternally,

JAMES KIRBY,

General President, U. B. of C. and J. of A.

Proceedings of the Third Quarterly Session, 1913, of the G. E. B.

During the interim between April and July sessions the following matters were acted upon by correspondence:

April 26

Fargo, N. D.—Request of L. U. No. 1176 for official sanction and financial aid in support of a trade movement for an increase in wages and reduction in hours effective May 1. Sanction granted, financial aid to be considered later as reports are made to the G. O.

April 28

Racine, Wis.—Request of L. U. No. 91 for official sanction and financial aid in support of movement for an increase in wages of 5 cents per hour and the Saturday half holiday to take effect May 1. Sanction granted, financial aid to be considered later as reports are made to G. O.

May 1

Houston, Tex.—Request of L. U. 213 for official sanction of a trade movement for an increase in wages from 50 to 56 cents per hour effective May 2. Official sanction granted.

financial aid to be considered later as reports are made to G. O.

Corning, N. Y.—Request of L. U. No. 700 for official sanction of a trade movement for an increase in wages of 5 cents per hour for both inside and outside men to take effect June 1. Sanction granted.

Madison, Wis. Request of L. U. 314 for sanction of a trade movement for an increase in wages of 2½ cents per hour and Saturday half holiday during summer months, effective June 1. Official sanction granted; financial aid to be considered later as reports are received at the G. O.

Corpus Christi, Tex.—Request of L. U. 1423 for official sanction and financial aid in support of trade movement for an increase in wages of 5 cents per hour. Sanction granted; financial aid to be considered later as reports are made to G. O.

Lakeland, Fla.—Request of L. U. No. 1776 for official sanction in support of trade movement for the eight-hour day effective July 1. Sanction granted.

May 6.

San Juan, Porto Rico.—Request of local unions in Porto Rico, through Organizer Iglesias of the American Federation of Labor, for an appropriation for organizing purposes. The Board denies the request.

May 17.

Ft. Worth, Tex.—Request of the D. C. for official sanction and financial aid in support of trade movement for an increase in wages of 5 cents per hour and Saturday half holiday, effective July 1. Sanction granted; financial aid to be considered later as reports are made to G. O.

May 20.

The G. P. submitted to the G. E. B. the question: "Shall local unions be required to assess each member individually?" This is in connection with the extra 25 cents per quarter provided for in Section 74 of the new constitution, in effect March 1, 1913. The Board rules that it is optional with local unions whether they assess their members for this amount or take it out of their treasuries.

May 24.

St. Augustine, Fla.—Request of L. U. 864 for official sanction and financial aid in support of a trade movement for an increase in wages of 50 cents per day, to take effect thirty days after date approved by Board. Official sanction granted; financial aid to be considered later as reports are made to G. O.

Calgary, Alta., Can.—Request from L. U. 1779 for appropriation for organizing purposes. The Board donates $200.00, same to be expended under the direction of the G. P.

Montreal, Can.—Request of the D. C. for an appropriation for organizing purposes. The Board appropriates $200.00, same to be expended under direction of the G. P.

June 7.

Rockford, Ill.—Request of L. U. No. 792, endorsed by the D. C., for sanction of a trade movement for increase in wages of 5 cents per hour and Saturday half holiday. Official sanction granted; financial aid to be considered later as reports are made to G. O.

Canton, Ohio.—Request of L. U. 143 for donation for organizing purposes. The Board appropriates $100.00 to be expended under direction of the G. P.

June 14.

Springfield, Ill.—Request of L. U. No. 16 for donation for organizing purposes. The Board appropriates $200.00, an itemized accounting of the expenditure of same to be forwarded later to the G. O.

Grand Rapids, Mich.—Request of the D. C. for donation for organizing purposes. The Board appropriates $400.00, same to be expended under direction of the G. P.

June 20.

Kansas City, Mo.—Request of the D. C. for financial assistance for members locked out by the builders' exchange. The Board decides to support the D. C. in this lockout as per the General Constitution.

Indianapolis, Ind., July 14, 1913.

The third quarterly meeting of the G. E. B. was called to order on the above date by Chairman Kirby.

Members present: Kirby, Duffy, Neale, Martel, Blackmore, Post, Ogletree, Guerin, Potts and Hutcheson.

The report of the General President for the quarter ending June 30, 1913, was received and approved.

The report of the First General Vice-President for the quarter ending June 30, 1913, was received as information.

In considering the support of strikes and lockouts and the question of financing same, it was decided that twenty-five ($25,000) thousand dollars be transferred from the Farmers and Mechanics' National Bank of Fort Worth, Texas, to the active account in the Indiana National Bank of Indianapolis, Ind.

The report of General Secretary Duffy and Board Member Guerin on their visit to New York in reference to the $200,000 damage suit entered in New York City in June, 1913, against our organization was received as information.

Torrington, Conn.—Request of L. U. 216 for official sanction and financial aid in support of movement for an increase in wages from $2.75 to $3.28 per day, effective July 7; the G. S. is requested to procure further information as to the progress of the movement.

Greensburg, Pa.—Request of L. U. 462 for sanction and financial aid in support of a movement for an increase in wages from 35 to 40 cents per hour, effective August 1. Offi-

cial sanction granted; financial aid to be considered later as reports are made to the G. O.

West Palm Beach, Fla. Request of L. U. 819 for official sanction and financial aid in support of a movement for an increase in wages to take effect August 1. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Palestine, Tex.—Request of L. U. 1541 for official sanction and financial aid in support of a movement for an increase in wages from 40 to 50 cents per hour. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Mahoning and Shenango Valley D. C., Ohio and Pa.—Request for an appropriation for organizing purposes laid over awaiting the report of the organizer.

Cleveland, O.—Request from the D. C. for an appropriation for organizing purposes laid over for comparison with accounting

New Bedford, Mass.—Request of the D. C. for an appropriation for organizing purposes. The request is denied, as the district is already being taken care of by the G. P.

Red Bank and Long Branch, N. J.—Request of the D. C. for an appropriation for organizing purposes. The Board appropriates $200, same to be expended under the direction of the General President.

Rockford, Ill.—Request of the Rock River Valley D. C. for an appropriation for organizing purposes. The request is denied

Hamilton, Ont., Can.—Request of L. U. 18 for an appropriation for organizing purposes. The request is denied.

Sydney, N. S., Can.—Request of L. U. 1588 for an appropriation for organizing purposes. The request is denied.

Medicine Hat, Can. Request of L. U. 1061 for an appropriation for organizing purposes. The Board appropriates $200 to be spent under the supervision of the G. P.

Schenectady, N. Y.—Request of L. U. 1513 for an appropriation for organizing purposes. The request is denied.

Sherbrooke, Que., Can.—Request of L. U. 1681 for an appropriation for organizing purposes. The request is denied.

London, Ont., Can.—Request of L. U. 1946 for an appropriation for organizing purposes. The Board appropriates $200, same to be spent under the supervision of the G. P.

Marietta, O.—Communication from L. U. 356 requesting financial aid for members who suffered losses during the spring floods, referred to the member of the Board from the Third district for investigation.

Birmingham, Ala.—Report from the D. C. relative to progress of strike received. The Board appropriates $276 for the relief of the men involved

Fond du Lac, Wis.—Request for continued financial aid for men on strike. Inasmuch as the strike roll has been considerably reduced the Board decides that the L. U. shall provide for the men still answering roll call.

Piqua, O.—Request of L. U. 1908 for financial aid for flood sufferers. Referred to member of the Board from the Third district for investigation.

The report of First General Vice President Hutcheson on the complaint of the R. Mitchell Company of Cincinnati to the effect that they were unable to bid on jobs in certain cities was received as information.

A communication was received from the Central Federated Union of New York City, stating that a number of Local Unions of the U. B. in that city were affiliated with the dual central labor council. Under the head of "Our Principles" and Section 131 of the general constitution, the G. E. B. hereby directs such Local Unions of this U. B. as are affiliated with the Central Labor Council of Greater New York to withdraw from same at once, as holding membership in that body is in violation of our principles and antagonistic to our welfare

At the January, 1913, meeting the Board found that members of certain committees at the Washington convention made overcharges on their bills and these members were notified to refund the amount of said overcharges to the General Office. Brothers Ryan and Mowel, not having complied with the orders of the G. E. B. in this matter, the Board orders that the amounts in question be returned to the G. O. within thirty days from date official notice is served on these members. For failure to comply, the G. S. stands instructed to notify the Local Unions of which these brothers are members that the amount owing by each brother is in excess of six months' dues, the general constitution specifying that when a member owes any sum equal to six months' dues he shall be suspended.

Communication from the secretary of the building trades department of the American Federation of Labor, requesting that some action be taken toward providing for compulsory affiliation of Local Unions of this U. B. with local building trades councils, laid over from the April meeting, referred to the next General convention.

Newark, N. J.—Communication from the D. C. suggesting that members of suspended Local Union 1787 be allowed to join our organization on an initiation fee of $10. This was laid over from the April meeting for further information. The Board grants the request of the D. C. to initiate these men for an initiation fee of $10.00 each, as new members

A communication from John H. Murray relative to an overcharge on certain bills while acting in the capacity of organizer was read, and the time extended until the next meeting of the Board to settle his account with the G. O.

July 15, 1913.

All members present.

Fall River, Mass.—A report was received from the D. C. relative to strike conditions in that city. The Board appropriates $720.00 for strike relief.

Omaha, Neb.—Report from the D. C. relative to trade movement for an increase in wage of 5 cents per hour, which has been in progress since June 9. The Board grants official sanction to the movement, the question of financial aid to be considered later as reports are made to the G. O. The sum of $400 is appropriated for the relief of the men involved.

Indianapolis, Ind.—Brothers Fullgraff, Jutze and Meadows, bearing credentials from the Indianapolis D. C. appeared before the Board relative to the millmen's strike now under way in this city and explained in detail the history of the controversy from its inception up to the present time. The G. E. B. decides to continue financial support to the men out on strike.

Cleveland, Ohio.—Accounting received from the D. C. for an appropriation made by the Board in October, 1912, for organizing purposes. The bills of the special organizers are returned for signatures, as paid.

Dayton, O.—Partial accounting from the D. C. for an appropriation for strike relief, laid over from the April session, was again taken up, and the D. C. is requested to return the unexpended balance of $80.25 to the General Office.

Macon, Ga.—A communication from the D. C. relative to the accounting for an appropriation made by the Board in February, 1911, for organizing purposes was received. The Board decides that the unexpended balance must be returned to the G. O. within thirty days from date of notification, or the Local Unions affiliated with the D. C. will stand suspended; each L. U. to be notified of this action.

The G. S. submitted to the Board a partial accounting from the New York, New Haven & Hartford railroad D. C. for an appropriation made by the Board for organizing purposes, as well as a communication from the D. C. in regard to a balance unaccounted for. The D. C. is requested to return this balance of $13 to the G. O.

Toronto, Ont., Can.—Partial accounting from the D. C. for an appropriation made by the Board for organizing purposes in October, 1912, received and filed.

Request from L. U.'s 701 of Fresno, 1274 of Madera, 484 of Dinuba, 1926 of Reedley, 1560 of Exeter, Cal., for an appropriation for organizing purposes in the San Joaquin valley. The Board appropriates $400, same to be expended under the supervision of the G. P.

San Francisco, Cal.—Appeal of James McNamara from the decision of the First General Vice President in the matter of the Bay Counties, California, District by-laws (Section 48). The decision of the First G. V. P. is sustained on the grounds set forth therein, namely, that Section 48 of the Bay Counties D. C. by-laws is not in conflict with Section 72 of the general constitution. The appeal is dismissed.

Dayton, O.—Complete accounting from the D. C. for the appropriation of $5,000 made by the Board for the relief of the flood sufferers received. The unexpended balance of $87.50 to be returned to the General Office.

Fall River, Mass.—Partial accounting for appropriations made to D. C. for relief of men on strike received as information.

Knoxville, Tenn.—Partial accounting for appropriations made to D. C. for relief of men on strike received as information.

Indianapolis, Ind.—Partial accounting for appropriations made to D. C. for relief of men on strike received as information.

The G. S. submitted to the Board communications from L. U. 33 of Boston, Mass.; 651 of Jackson, Mich.; 200 of Columbus, O.; 162 of San Mateo, Cal.; 425 of El Paso, Tex., and the District Councils of New Haven, Conn.; Milwaukee, Wis.; San Jose, Cal., and Lake County, Ind., protesting against the action of the G. E. B. at last meeting of that body in the controversy over the erection of metal trim in Cincinnati. The Board stands ready and willing to assist all Local Unions and District Councils in retaining the erection of this trim, but at the same time expects all Local Unions and District Councils to do their part by carrying out the instructions of the G. E. B.

Springfield, Ill.—Partial accounting from L. U. 16 for money appropriated for relief of men on strike received as information.

Kansas City, Mo.—Partial accounting from the D. C. for money appropriated for relief of men locked out received as information.

Halifax, Can.—Complete accounting of money appropriated for relief of members of L. U. 83 on strike received. The balance of $204 on hand to be returned to the G. O.

Sydney, Can.—Complete accounting from L. U. 1588 for money appropriated for relief of men on strike received; the unexpended balance of $4.00 to be returned to the G. O.

Fitchburg, Mass. Complete accounting from the Northern Massachusetts D. C. for money appropriated for relief of men on strike received and filed.

Pittston, Pa.—Complete accounting from the Wyoming Valley D. C. for money appropriated for relief of men on strike received and filed.

Birmingham, Ala.—Partial accounting from the D. C. for money appropriated for relief of men on strike received as information.

Oswego, N. Y. Complete accounting from L. U. 747 for money appropriated for relief of men on strike received and filed.

Fond du Lac, Wis.—Partial accounting of money appropriated for relief of members of

L. U. 782 on strike received as information.

Waterville, Me. Complete accounting from L. U. 348 and the Kennebec Valley D. C. for money appropriated for relief of men on strike received and filed.

Newport, R. I. Complete accounting from the D. C. for money appropriated for relief of men on strike received. The balance of $15 on hand to be returned to the G. O.

Montreal, Can. Appeal of L. U. 134 from the decision of the General Treasurer in disapproving the claim for funeral donation on the death of the wife of Dorcino Bourbannais. The decision of the G. T. is reversed and the claim ordered paid.

July 16, 1913.

All members present except Hutcheson, absent on official business of the organization.

Quincy, Ill. Report from L. U. 1366 with regard to progress of the wood workers' strike received and $212 appropriated for strike relief.

Arctic, R. I.—Report from L. U. 1831 in regard to strike received and $60 appropriated for strike relief.

Brantford, Can. Request of L. U. 498 for an appropriation for organizing purposes referred to member of the Board from the Seventh District for investigation.

Freeland, Pa. Communication received from L. U. 905 relative to members locked out on account of controversy with the mine workers. The Board appropriates $112 for the relief of the men involved.

Springfield, Ill. Communication from L. U. 16 relative to a 10 per cent. assessment levied by the Building Trades Council on all members working, same to be used for the relief of the men on strike, was received, and the Board rules that all assessments legally levied must be paid.

New Castle, Pa. Request of L. U. 206 for an appropriation for organizing purposes. The request is denied and the G. P. requested to send an organizer as soon as possible.

Detroit, Mich. Request of the Wayne County D. C. for an appropriation for organizing purposes denied.

Norristown, Pa. Request of the Montgomery County D. C. for an appropriation for organizing purposes. The Board appropriates $300, this amount to be expended under the supervision of the General President.

Canton, O. Request of L. U. 143 for a further appropriation for organizing purposes. The Board appropriates $100 to be expended under the direction of the G. P.

Warren, O. Request of L. U. 1235 for an appropriation for organizing purposes laid over until a similar request from the D. C. with which this L. U. is affiliated is taken up.

Request from L. U. 730, Quebec, Canada, for an additional appropriation for organizing purposes. The Board appropriates $100, same to be expended under the supervision of the G. P.

Rome, N. Y. Request of L. U. 1016 for an appropriation for relief of men on strike. The request is denied, as the laws governing strikes and lockouts have not been complied with.

Martins Ferry, Ohio. Application of L. U. 1729 and the Ohio Valley D. C. for a donation to reimburse them for court costs in defending members of their organization. The Board appropriates $100 for litigation purposes.

Knoxville, Tenn. Request of L. U. 225 for permission to circulate an appeal for financial assistance. The request is denied, as the G. O. is furnishing financial relief for men on strike.

Newport, R. I.—Appeal of the Newport D. C. from a ruling of the G. P. on Section 103 of the general constitution. The decision of the G. P. is sustained and the appeal dismissed.

Baltimore, Md. Appeal of L. U. 29 from the decision of the G. P. relative to the payment of death donations from the treasury of the L. U. The Board rules that death benefits are payable by the General Office only; Local Unions have no right to pay a second death benefit. The funds of a Local Union can only be used as specified in Section 219 of the general constitution; payment of salaries and donations to sick members; purchasing stationery, books, cards, printing, payment of rent or any legally authorized bill against the union. On and after August 1 the G. E. B. will not tolerate any such action on the part of L. U. 29 as paying death benefits from its local funds.

Brooklyn, N. Y. Appeal of L. U. 247 from the decision of the G. P. in refusing to grant dispensation on Section 155 of the general constitution. The decision of the G. P. is sustained and the appeal dismissed.

Cincinnati, O. Appeal of L. U. 667 from the decision of the G. P. in filing appeal not taken within thirty days, as per Section 155 of the general constitution. The Board decides that the appeal is outlawed, not having been taken within the time specified by the general constitution.

Bergen Co., N. J. Appeal of the Bergen Co. D. C. from a ruling of the G. P. relative to the affiliation of L. U. 1143 of Englewood with said D. C. The decision of the G. P. is sustained and the appeal dismissed.

Tacoma, Wash. Request of L. U. 470 for a further appropriation for organizing purposes. The Board appropriates $200, same to be spent under the supervision of the G. P.

New York, N. Y. Appeal of Frank Gillard from the decision of the G. P. in the case of Frank Gilard vs. L. U. 375. The decision of the G. P. is sustained and the appeal dismissed.

Springfield, Mass. Appeal of Thos. F. Russell from the decision of the G. P. in the case of Thos. F. Russell vs. the D. C. of Spring-

field, Mass. The decision of the G. P. is sustained and the appeal dismissed.

Chicago, Ill.—Appeal of Geo. Ratcliff from the decision of the G. P. in the case of Geo. Ratcliff vs. L. U. 1693. The decision of the G. P. is sustained on the grounds set forth therein and the appeal is dismissed.

Moscow, Idaho.—Appeal of L. U. 1605 from the decision of the G. P. in the case of B. Kirby, J. W. Schuster, et al., members of L. U. 98 of Spokane, Wash., vs. L. U. 1605. The decision of the G. P. is sustained and the appeal dismissed.

July 17, 1913.

All members present.

Indianapolis, Ind.—The D. C. submitted a report in regard to the strike of the millmen. The Board appropriates the sum of $312 for strike relief.

Toronto, Can.—Communication from the D. C. with regard to the progress of the inside men's strike received. The G. E. B. appropriates $212 for the relief of the men involved.

Nashville, Tenn. Communication from L. U. 41 giving latest details in regard to strike. The G. E. B. appropriates the sum of $544 for strike relief.

Kansas City, Mo.—Report from the D. C. relative to lockout now under way in that city received. The sum of $1,376 is appropriated for the relief of the men answering roll call.

Cleveland, O.—Request from the D. C. for an appropriation for organizing purposes. Request denied.

Cumberland, Md.—Communication from L. U. 1024 in regard to appropriation previously made by the G. E. B. for organizing purposes laid over until next meeting.

The report of Second General Vice-President Quinn was received as information and filed.

Cincinnati, O.—Appeal of Wm. Reinke from the decision of the G. P. in the case of Wm. Reinke vs. the D. C. of Cincinnati. The decision of the G. P. is sustained and the appeal dismissed, not having been taken within thirty days from the date of the decision of the G. P.—February 14, 1913.

Tyler, Tex.—Appeal of L. U. 1104 from the decision of the G. T. in disapproving the claim for funeral donation on the death of the wife of W. R. Frizzell. The decision of the G. T. is sustained and the appeal dismissed.

Northampton, Mass.—Appeal of L. U. 351 from the decision of the G. T. in disapproving the claim for funeral donation on the death of the wife of Louis Bernier. The decision of the G. T. is sustained and the appeal dismissed.

Savannah, Ga.—Appeal of W. D. Smith, member of L. U. 256, from the decision of the G. T. in disallowing the claim for disability donation in behalf of said W. D. Smith. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Cincinnati, O.—Appeal of L. U. 1251 from the decision of the G. T. in disapproving the claim for funeral donation on the death of the wife of John K. Blum. The decision of the G. T. is sustained and the appeal dismissed.

Oneida, N. Y.—Appeal of David S. Dunton, member of L. U. 1243, from the decision of the G. T. in disapproving claim for disability donation in behalf of said David S. Dunton. The decision of the G. T. is sustained and the appeal dismissed.

Denver, Colo.—Appeal of L. U. 55 from the decision of the G. T. in disapproving the claim for disability donation in behalf of I. E. Morris. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Hamilton, O.—Complete accounting from L. U. 637 of the $1,000 appropriated for the relief of the flood sufferers received and filed.

Nashville, Tenn.—Partial accounting of money appropriated for relief of men on strike received as information; balance to be accounted for at as early a date as possible.

Los Angeles, Cal.—Complete accounting from the D. C. of the $2,000 appropriated for organizing purposes received and filed.

Birmingham, Ala.—Complete accounting of the $500 appropriated for organizing purposes received and filed.

Ft. William, Can.—Complete accounting of $100 appropriated for organizing work received and filed. (L. U. No. 1498).

Toronto, Can.—Partial accounting from the D. C. for money appropriated for relief of inside men on strike received as information; balance to be accounted for as soon as possible.

Toronto, Can.—Complete accounting from the D. C. of money appropriated for outside men on strike received and filed.

Boston, Mass.—Partial accounting from the D. C. for money appropriated for relief of ship carpenters on strike received as information; balance to be accounted for at as early a date as possible.

Springfield, Mo.—Complete accounting of money appropriated for members of L. U. 978 on strike received; balance of $36 on hand to be returned to the G. O.

Portsmouth, N. H.—Partial accounting from L. U. 921 for money appropriated for relief of men on strike received as information; balance to be accounted for as soon as possible.

Muscatine, Ia.—Complete accounting from L. U. 1069 of money appropriated for strike relief received and filed.

Quincy, Ill.—Partial accounting from L. U. 1366 for money appropriated for strike relief received as information.

Boston, Mass.—Partial accounting and communications from the D. C. relative to an appropriation made by the Board in October, 1910, for organizing purposes was again taken up. The unexpended balance of the appro-

priation, amounting to $70.80, has not been returned to the G. O., although the D. C. has been requested several times to do so. The G. E. B. instructs the G. S. to notify all Local Unions affiliated with the District Council that said D. C. has failed to make an accounting of this amount, and if same is not paid within thirty days from date of official notice, it will be charged to the account of the Local Unions pro rata.

Charleston, S. C.—The G. S. submitted correspondence with the D. C. relative to an appropriation of $100 for organizing purposes made by the Board in August, 1910, which the District Council has failed to account for in spite of repeated requests to do so. The G. E. B. instructs the G. S. to notify all Local Unions affiliated with the Charleston D. C. that said D. C. has failed to make an accounting of this amount, and if same is not paid within thirty days from date of official notice it will be charged to the account of the Local Unions pro rata.

Youngstown, O.—Partial accounting from L. U. 171 for appropriation made by the Board for organizing purposes received. The G. S. is instructed to furnish a statement to the L. U. of bills the G. E. B. will not allow; the amount in question to be returned forthwith to the General Office.

Piqua, O.—The G. S. submitted to the G. E. B. communications from L. U. 1908 relative to an appropriation made by the Board for organizing purposes in October, 1910, and not properly accounted for. The matter is referred to the member of the Board from the Third District for investigation.

July 18, 1913.

All members present.

Knoxville, Tenn.—Report from the D. C. relative to strike conditions received. The Board appropriates $180 for strike relief.

Springfield, Ill. Report of strike conditions now under way in that city received as information and referred to the G. P.

Derby, Conn.—Request of L. U. 127 for official sanction and financial aid in support of a trade movement for the eight-hour day, effective August 1. Sanction granted; financial aid to be considered later as reports are made to the G. O.

Dayton, O.—Final and complete accounting from the D. C. for the $500 appropriated last October for relief of men on strike received and filed.

Shawinigan Falls, Can. Communication from L. U. 1775 containing latest details with regard to strike in that city received. The Board appropriates $208 for the relief of the men involved.

The audit and examination of the books and accounts was taken up at this time.

July 19, 1913.

All members present.

Birmingham, Ala. Report from the D. C. relative to progress of strike received. The Board appropriates $240.

Baltimore, Md.—Request from the D. C. for an appropriation for organizing purposes. The Board appropriates $200, same to be expended under direction of the G. P.

The examination of the books and accounts continued.

July 21, 1913.

All members present except G. P. Kirby, who left to appear before the executive council of the American Federation of Labor and building trades department on jurisdictional disputes.

New York, N. Y.—Communications from the New York District Council and from Lawyer Beattie relative to latest law suit for damages received and considered; referred to the General President and the member of the Board from the First District.

Tacoma, Wash.—Communication from the Northwest Council of Carpenters requesting a ruling in regard to clearance cards, the services of an organizer, and also referring to a new organization known as the Shingle Weavers, Lumber Workers and Woodsmen's International Union, claiming men eligible to membership in the U. B. The first request for a ruling on clearance cards is referred to the G. P.; also the matter in regard to the shingle weavers. The request for an organizer is also referred to the G. P.

It having come to the attention of the General Office that some Local Unions are not collecting 75 cents per month dues for beneficial members and 50 cents per month dues for semi beneficial members, as per Section 71 of the general constitution, the G. E. B. instructs the G. S. to notify all Local Unions that the law must be complied with, to entitle members to the benefits of this organization.

July 22, 1913.

All members present except Kirby.

The entire day was spent in the examination of the books and accounts.

July 23, 1913.

All members present except Kirby.

Arctic, R. I.—Communication from L. U. 1831 in regard to progress of strike received. The Board appropriates $120 for strike relief.

Quincy, Ill.—Report of progress of strike of the mill men received from L. U. 1266. The Board appropriates $224.

Fall River, Mass. The Board appropriates $676 to the D. C. for the relief of the men still on strike.

Toronto, Can.—Communication from L. U. 1820 reporting progress of millmen's strike received. The Board appropriates the sum of $156 for strike benefits.

Omaha, Neb. Report from the D. C. relative to progress of strike in that city received. No further appropriation made at this time, as the D. C. should have sufficient balance on

hand from last appropriation of $400 to meet present needs.

The matter of taking over the members of the Pacific Coast Maritime Builders' Federation was taken up, and the G. S. instructed to send the following telegram to Brother Dan Sutherland, representing said organization: "Beneficiary members of the Pacific Coast Maritime Builders' Federation will be admitted to the United Brotherhood as beneficiary members according to the rating provided for in Section 53 of the U. B. constitution, their record dating from the time they were admitted to membership in your federation. Providing there are sufficient members to maintain separate locals charters will be issued to ship carpenters, ship joiners, boat builders and caulkers."

Indianapolis, Ind.—Report from the D. C. relative to progress of millmen's strike. The Board appropriates $284.

Lake County, Ind.—Complete and full accounting from the D. C. for an appropriation of $200 made by the Board for organizing purposes in October, 1911, received and filed.

New Castle, Pa.—Request from the Mahoning & Shenango Valley D. C. for an appropriation for organizing purposes, laid over awaiting Organizer Hyle's report, again taken up. The Board appropriates $200, same to be expended under the direction of the G. P.

St. Louis, Mo. Appeal of L. U. 73 from the decision of the G. T. in disapproving the claim for disability donation in behalf of Thos. Cunneen. The decision of the G. T. is sustained and the appeal dismissed.

The following statement of stock on hand July 22, 1913, compares in every particular with the stock book and bills:

Application blanks	170,000
Constitutions (English)	15,028
Constitutions (German	2,837
Constitutions (French)	4,033
Treas. cash books	742
Due books	4,356
F. S. receipt books	1,482
Treas. receipt books	432
R. S. order books	2,299
L. U. note paper	59,100
Rituals (English)	137
Rituals (French)	169
Rituals (German)	167
Day books, 100 page	215
Day books, 200 page	386
Ledgers, 100 page	279
Ledgers, 200 page	63
Ledgers, 300 page	200
Ledgers, 400 page	140
Ledgers, 500 page	14
Daters	4
Pins	889
Buttons	714
Labels (small)	59,197
Labels (large)	123,660

—Jewelry—

Business Agent badges	43
Solid gold charms	7
Rolled gold rings	63
Solid gold cuff buttons	11
Solid gold pins	42
Solid gold buttons	28
Charms	47
Solid gold rings	81

The examination and audit of the books and accounts continued.

July 24, 1913.

All members present except Kirby.

Kansas City, Mo.—Report from the D. C. relative to progress of lockout received. The Board appropriates $768 for lockout benefits.

Nashville, Tenn.—Communication from L. U. 41 reporting progress of strike referred to member of the Board from the Fourth District for investigation.

Coshocton, O.—Request of L. U. 525 for financial aid for members who suffered losses during the spring floods referred to member of the Board from the Third District for investigation.

The examination and audit of the books and accounts was continued and completed, the report of the expert accountant was compared with the books of the General Office, and the books and accounts are found to be correct.

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned to meet at the General Office, Monday, October 13, 1913.

FRANK DUFFY, Secretary.

Resolution No. 37

(Introduced at our Seventeenth Convention by Delegate George Myers, representing L. U. 132, of Washington, D. C., and acted on in the following manner):

"Seventeenth General Convention United Brotherhood of Carpenters and Joiners of America.

"Washington, D. C., Sept 20, 1912.

"Whereas, The people of the District of Columbia were in 1874, after many years of home rule, deprived of the right and privilege of local self-government, and there exists now an un-American form of government under which the people of the District of Columbia have neither voice nor vote; and

"Whereas, The present form of government in the capital of the republic—the political heart of the nation—is con-

trary to the fundamental principles of American liberty, freedom and equal rights to all, and we protest against any form of government that forces upon the people taxation without representation; and, further, we are opposed to the commissioners' form of government without our consent; be it

"Resolved, That it is the sense of the United Brotherhood of Carpenters and Joiners of America, in convention assembled in the city of Washington, D. C., on this 20th day of September, 1912, that Congress should re-establish in the Nation's capital a form of government in accord with the principles and objects of liberty, freedom, justice and equal rights to all and special privileges to none; and be it

"Resolved, That the delegates from the United Brotherhood of Carpenters and Joiners of America to the Thirty-second Annual Convention of the American Federation of Labor are hereby instructed to urge that body to endorse this resolution or pass resolutions of similar import and direct the secretary to notify the President of the United States, the President of the Senate, the Speaker of the House of Representatives, and the chairmen of the Senate and House Committee on the District of Columbia of the action taken by forwarding to each of them, under the seal of the American Federation of Labor, all such resolutions as may be passed.

"Resolved, further, That the delegates of the American Federation of Labor are requested to urge the national, international and local organizations they represented to strongly petition the President of the United States, their Senators and Representatives in Congress to favor the passage of an act that will re-establish a republican form of government in the District of Columbia; and be it further

"Resolved, That the officers and delegates of the Seventeenth Biennial Convention of the United Brotherhood of Carpenters and Joiners of America are requested to urge and petition their Senators and Congressmen, through their locals and district councils, to carry this resolution into effect.

"C. H. BAUSHER, L. U. 478.
"WM. D. HUBER, L. U. 75.
"P. H. McCARTHY, L. U. 22.
"SAM GAYLORD, L. U. 80.
"WESLEY C. HALL, L. U. 8.
"W. A. COLE, L. U. 1640.
"D. A. POST, L. U. 514.
"J. WALQUIST, L. U. 7.
"GEORGE MYERS, L. U. 132.
"H. S. HOLLOHAN, L. U. 132.
"R. H. BURDETTE.
"E. B. BYRNE, L. U. 132.
"R. M. SWARTZ, L. U. 211.
"A. JOHANNSEN.
"J. J. MOCKLER, L. U. 1.
"WM. H. BRUENING, L. U. 419.
"GEO. MILLER, L. U. 29.
"ARTHUR A. QUINN, L. U. 65."

Referred to committee on resolutions.

"Your committee concurs in this resolution, with the addition that the General Secretary be instructed to communicate with all locals unions, and request these local unions to interview their Senators and Congressmen to work to the end that the citizens of the District of Columbia shall be entitled to vote, the same as the citizens of any other city."

The report of the committee was concurred in.

Local Unions Chartered Last Month

Sellwood, Ore.	Webster City, Ia
Greenwood, S. C.	La Grange, Ga
Greenville, S. C.	Lynbrook, N. Y
Spartanburg, S. C	Charlotte, N. C
Omaha, Neb.	S. Pt. George, B. C. Can
El Centro, Cal.	Elburn, Ill.
Davenport, Ia.	Birmingham, Ala
Tacoma, Wash	Havre, Mont
Detroit, Mich	Riverhead, L. I., N. Y

Total, 18 Local Unions

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O	Birmingham, Ala
Ashland, Ky	Blackwell, Okla
Atlantic City, N. J	Boise, Idaho
Aurora, Ill.	Buffalo, N. Y
Battle Creek, Mich.	Central City, Ky

Chicago, Ill.
Clarksville, Tenn
Cleveland, O.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Greeley, Colo.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Kewanee, Ill.
Klamath Falls, Ore.
Louisville, Ky.
Milwaukee, Wis.
Mowbridge, S. D.
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Pittsfield, Mass.
San Antonio, Tex.
San Francisco, Cal.
Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
South Omaha, Neb.
Springfield, Mass.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Washington, D. C.
Watsonville, Cal.
Wichita Falls, Tex.

United Brotherhood of Carpenters
State Councils

Connecticut—President, Stephen Charters, 111 Wakelle ave., Ansonia, Conn.; Secretary, Geo. Chandler, 123 Greenwich ave., Greenwich.

Florida—President, A. B. Sawyer, Miami, Fla.; secretary-treasurer, Frank A. Mullan, Box 599, Tampa, Fla.

Georgia—President, A. M. Copeland, 128 Plum st., Atlanta, Ga.; secretary-treasurer, R. L. Singleton, 3 Gilmore st., Waycross, Ga.

Massachusetts—President, John Hanigan, 20 Madison st., Worcester, Mass.; secretary, P. Provost, Jr., 75 Bond st., Holyoke, Mass.

Michigan—President, F. C. Plambeck, Saginaw, Mich.; secretary-treasurer, John Timmer, Grand Rapids, Mich.

New Jersey—President, Samuel Botterill, 118 Main st., E. Orange, N. J.; secretary, John R. Burgess, 452 Hoboken ave., Jersey City.

New York—President, T. M. Guerin, 290 2d ave., Troy, N. Y.; secretary, Chas. Fiesler, 508 E. 86th st., New York City.

Northwest State Council—President, P. W. Dowler, 1620 4th st., Seattle, Wash.; secretary, G. L. McMurphy, 825 S. Steele st., Tacoma, Wash.

Oklahoma—President, D. N. Ferguson, 801 E. Broadway, Ardmore, Okla.; secretary-treasurer, W. W. Holt, 322 F st., S. W., Ardmore, Okla.

Ontario Provincial Conference — President, Wm. Irwin, 358 Howland ave., Toronto, Ont., Can.; secretary-treasurer, Tennison Jackson, 299 Berkeley st., Toronto, Ont., Can.

Rhode Island—President, Clarence E. Briggs, 172 Division st., Pawtucket, R. I.; secretary, C. Clarkson, 1022 Main st., Pawtucket, R. I.

Texas—President, G. T. Lytle, 1202 New Orleans ave., Ft. Worth, Tex.; secretary, J. E. Proctor, 833 Columbian st., Houston, Tex.

Rejection of Candidates

Rufus Wigley, of Corsicana, Texas, applied for admission to L. U. 731, of that place, and was rejected three times.

Herman Plaunse, of Maplewood, Mo., applied three times for admission to L. U. 1329, of that place, and was rejected each time.

Expulsions

August Heil, former treasurer of L. U. 1437, Mobridge, S. D., has been expelled from that local for misappropriation of funds.

J. H. Hale, former financial secretary of L. U. 427, Omaha, Neb., was expelled from that local for embezzlement of its funds.

Don't Blame the Union

Who is to blame for anybody running a union? It is the members of the union who are primarily responsible. They have the power to decide by a majority vote just how things shall be run. If a majority stay away from the meetings and allow a minority to run the whole works, they should not blame anybody but themselves for this state of affairs. If the minority under such conditions does wrong or makes mistakes, those who failed to attend meetings should take their medicine without whining and resolve once and for all to do their duty from then on.

Help make the union what it should be instead of blaming it for what your own neglect is chiefly the cause of. Face the wrong in your union and join your fellow members in the union to conquer the wrong instead of trying to run away and then in the background perform the baby act of telling your tale of woe to outsiders, thereby revealing what a miserably poor union man you are. Be a union man in fact instead of merely in name and by so doing the chances are your example will be followed by others until you will have a better union.—Organized Labor.

Correspondence

The Second Oldest Local

Editor The Carpenter:

In the June issue of The Carpenter, page 27, Brother H. M. Taylor claimed for Local Union 67, Roxbury, Mass., the distinction of being "the second oldest local of the United Brotherhood." He gives as his reason the celebration of her twenty-fifth anniversary last March.

By way of correction, I would remind him that Local Union 94, Providence, R. I., celebrated its twenty-fifth anniversary April 10, 1910, which would leave Local 67 some infant by comparison. We don't mind giving credit to 67 for having reached the goal of twenty-five years' existence, but we hesitate to permit this fact to pass unnoticed at a time we are nearing our twenty-ninth anniversary. Of course we admire Brother Taylor's unadulterated gall.

Fraternally yours,

T. F. KEARNEY, L. U. 94.

Providence, R. I.

Per Capita Tax—A Letter and a Reply

Editor The Carpenter:

I would like to have you state in our Carpenter why we must pay double per capita tax at the end of each quarter. To my estimation this is uncalled for. When our new President was running for office, he told us how he would economize, but it has gone the other way. It seems that all they are looking for is to take all the money we poor suckers pay toward our union to better our conditions. How do you suppose that a local can afford to pay a man to lift the local up out of the mire when you fellows want all the money we can save to help us at a time when we are in need? Do you gentlemen ever consider that we have other expenses than paying all our money, or nearly all, to the heads of different organizations? We must pay our hall rent, per capita to State F. of L., to the A. F. of L., and business agents—and a hundred and one different items. Where are we going to land, paying an extra dollar per year per member, which will amount for our local to over four hundred dollars? Our old administration ran the business on twenty-five cents per capita and always were all right, and certainly we have increased our membership since bringing in more money. Why should we be compelled to pay an extra per capita which will amount to over two hundred thousand dollars per year? Let the rank and file know why and where this will go—must be some way to spend it.

As a member I would like some information, as our members have been getting uneasy when they found what per capita we had to pay this month. I personally think it is unjust and not right, and there certainly will be some more kicks from others. Hoping that Section 74 of our General Constitution will be repealed at the next convention, which it will no doubt be, and hoping to hear from you in regard to this, which I will very much appreciate, I remain,

Fraternally yours,

H. H. DERLETH.

Madison, Wis.

P. S. Would like to have you publish the contents of this in The Carpenter.

—The General Secretary's Reply—

Brother Derleth—At our general convention held in Washington, D. C., last September, General President Huber recommended the assessment in question in order to provide a fund large enough to meet the expenses incurred through strikes and lockouts and in defending injunction cases. He called the attention of the convention to the fact that men

on strike only get $4.00 per week, which is a small sum from such a gigantic organization as ours. He contended that we should be able to pay at least six dollars per week to every man out on strike. I might inform you that this recommendation passed the convention without opposition and was afterwards submitted to a referendum vote of our entire membership. When the vote was counted, it was found that 15,908 voted for the proposition and 6,361 against it. It therefore received more than the necessary two-thirds vote of the members voting and thus became law.

We have all taken an obligation to abide by the will of the majority, and this certainly is the will of the majority. It is our duty, therefore, to pay this assessment. Our organization is now larger than it ever has been in its history, and you know that means more responsibilities and liabilities. Our death claims now run about $30,000.00 per month. The demand on our treasury in support of strikes and lockouts this season has been heavy. Besides that, we are defending our local unions and district councils in court against injunction suits, and you know what that means. Our local unions and district councils are clamoring for organizers to such an extent that it is an impossibility for the General President to fill the demand. Even if he wanted to, he could not afford this, as our funds would not warrant it and cannot stand expenses of that kind. The fact is, the per capita tax paid to this office of 25 cents per member per month, or $3.00 per member per year, cannot sustain us. Out of this we pay death and disability benefits, strike and lockout benefits, court expenses, and organizers' expenses; we supply the monthly journal to you free of cost and run the General Office in an up-to-date manner. If you can point out to us how we can continue to do this without increasing our per capita tax in some manner, we will feel much obliged.

Fraternally yours,
FRANK DUFFY,
General Secretary.

Something About Jacksonville

Editor The Carpenter:

Local Union 627 met on Tuesday night, June 25, and a large attendance was on hand, as we held our election for business agent and the traveling brothers from New York took the occasion to give a smoker and concert for the local boys. However, owing to certain unfavorable circumstances, in which one of our brothers seemed to favor the Order of Moose, to which he belonged, more than the U. B., we were unable to obtain the hall and had to postpone the concert part of the program, being content with having the smoker at the rathskeller.

The brothers that furnished the entertainment are members that are working for the Turner Construction Co., on the Union Terminal Building, one of the largest buildings in the South, and, we can proudly say, one of the best union jobs Jacksonville ever had. If the boys will only stick together as they did on this job we will have no difficulty in showing to the general public what unionism can do. These brothers came here when the job was started and deposited their clearance cards, and they very quickly gained the very common name of "Snow Birds."

Mr. C. B. Gay, president of the Union Terminal Co., gave the boys a trip down the St. John river, with plenty of refreshments on hand, and the trip was enjoyed by all concerned, showing clearly as it did that Mr. Gay was altogether satisfied with the work that the boys were doing. That surely was one big boost for unionism.

Brother G. H. Hall, ex-business agent for this district, was presented with a handsome gold watch by the boys of New York for his faithful services as business agent. Brother John Larsen was presented with a handsome pair of solid gold sleeve links for his untiring work as steward on the above-named job. Brother Herman Hanson, our carpenter foreman, is worthy of praise and appreciation as a good union brother and a foreman that we can all well be proud of for his support to the members and the Brotherhood. As to our superintend-

ent, Mr. Roberts, and his staff of clerks, they gave every possible show to all the boys, treating them all with the best respect, which the boys in turn showed that they appreciated by taking an interest in the work.

We think that if the class of brothers that came to "Jax," who are commonly called "Snow Birds" by the home birds of Jacksonville, would come here in larger bunches they would soon show this crowd of boys what it takes to call one's self a true-blue union man.

Fraternally yours,
JOSEPH PUMALO,
JOHN LARSEN,
G. H. HALL,
Committee L. U.627.

Jacksonville, Fla.

More News From 67

Editor The Carpenter:

Just a word from Roxbury, Mass., by way of letting the brothers know that old 67, the second oldest local in Massachusetts, is still on the map and very much alive and progressive.

We in this local have introduced some new features and improvements within the last six months. Noticeable among them was the opening of a day headquarters and the installing of a telephone. In this headquarters the business agent spends an hour night and morning, if at all possible, so that any of the brothers who may be out of a job can interview him and find out where there is any possible chance for employment within the district; and, by this method, scores of the boys have secured jobs throughout the fall and winter that under the old conditions would have been impossible.

If every business agent in the district was as attentive and as aggressive as Brother J. M. Devine, the worthy agent of 67, I don't think that there would be a "scab" in Greater Boston. I say this with due respect to all other business agents, as I know they all do the best they can, but every man is not adapted for this particular calling. In Brother Devine we have a man who has all the qualities that go to make a first-class business agent, and let us hope his "shadow will never grow less."

I wish, before I conclude this rough M. S., to say a word or two to the brothers about the one important obligation that they all took before the pedestal when they became members of the Brotherhood—that is, to support the union label. Many of the brothers, I am sorry to say, when purchasing hats, shoes, or overalls, and the like, either through false economy or utter carelessness, never think of looking for the label. Now, I would strongly advise all brothers to make a cast iron rule and buy nothing without the label. Do not patronize any store or saloon that is unfair to organized labor. Say, like the Chinaman:

"No checkee, no washee." More anon.

Fraternally yours,
HARRY D. MOONEY,
Rec. Sec. L. U. 67.

Roxbury, Mass.

From Out of the Blue Grass

Editor The Carpenter:

Again through the columns of our highly prized journal I will tell the brothers of our work in this vicinity. 'Tis slow but we feel 'tis sure this time; as I have stated before, we have struggled here in this city of about 40,000 for ten long years barely holding our charter and with no conditions whatever. Last spring three or four of us put our heads and hearts together to try again to better our condition and those of our fellow workmen. So we established a Building Trades Council and are all working in concert.

We have all the building crafts of the city affiliated—that is, organized—except the brickmasons, and will soon have them. And now we have arranged to also establish a central labor body here, that we may reach still farther out among the working class. We are trying to educate our men at present along labor lines, to get them thoroughly organized, and I will say that we are mak-

ing good, but, of course, would like to see things move faster. But when one remembers that it has taken years, and that years of hard labor, to bring us where we are today, we ought to be satisfied with a slow growth, I suppose, if it is healthy.

We have about seventy of as good loyal Kentucky-blooded men in our local today as ever breathed. Our city is stirred to the very core on account of the late street railway strike, and, best of all, we have the sympathy of the public behind us. Our labor organizations are highly respected here on account of taking no part in riots. We try to keep our men out of trouble and to be law-abiding citizens. We are asking no condition for this year—we are simply organizing and educating. There is no reason why we should not have one of the very best organized cities in the whole country. Right in the richest section of the globe, Lexington, whose fame has gone over the world, accords no decent conditions to the laboring man. 'Tis a shame! Lexington won't stand for it. The State of Kentucky won't stand for it any longer. We must come together and come in respect and firmness, and then we will see a brighter day. Let everybody lift, and get this load off our hands.

Fraternally yours,
J. E. CORD, R. S., L. U. 1650.
Lexington, Ky.

Light on the I. W. W.

Editor The Carpenter:

The following is a copy of a clipping from the Evening Globe of Boston, Mass., of Friday, July 11, 1913, received at headquarters, which I thought would be of interest to you:

STRIKE FUND MISUSED.

William Trautman Tells Supreme Court So—Says He, Bedard and Shaheen Are Not Responsible—Money for Lawrence Sent as Far Away as to Seattle.

In an affidavit filed in the Supreme Court today William Trautman, now living in Chicago, who was one of the committee having charge of funds collected for the relief of strikers in Lawrence, tells why he thinks he, Joseph Bedard or Joseph Shaheen should not be held personally liable for the misuse of $19,669.43 of the fund, as alleged by the attorney-general in proceedings he brought against the committee, at the relation of Rev. Herbert S. Johnson and other contributors to the fund, seeking an accounting. He makes startling charges in regard to the misuse of funds raised during the strike.

Trautman swears he never handled any of the funds, and that his duties consisted of installing a new set of books, at the request of the finance committee of the executive board of the strike committee. He says that up to the time the attorney-general brought this suit not less than $78,000 had been received by the committee, but the expenditures exceeded the receipts, so it became necessary to re-deposit two drafts of $5,000 each, which will appear on the bank slips of March 9 and 11, 1912.

He says that of a draft for $2,800 which did not come into the possession of the strike and relief fund, a portion of it was given to a newspaper man for services alleged to have been rendered, and $500 to another person. Neither of these payments, he says, was made with the consent of himself, Bedard, Shaheen or the committee.

—Money Taken While He Was in Court—

He further swears that a new set of books was opened the day the members of the committee appeared in court, so that the old set could be used for the information of the court. Subsequently mail addressed to Bedard was opened without his consent by unauthorized persons, and items of receipts were not entered until months afterward, when it was found that money had been forwarded and not accounted for. One instance was the sending of $450 by a man named Tobin of Detroit, and there were other

instances for which he, Bedard and Shaheen were not responsible, as they were either in court or before the auditor hearing the case at the time the moneys were received.

He says that by the specific order of Vincent St. John, general secretary-treasurer of the Industrial Workers of the World, in Chicago, and in flagrant violation of the order of the court and of a resolve passed by the Textile Workers' Council of Lawrence, Sunday, March 17, all books and papers were taken out of the hands of Trautman, Bedard and Shaheen against their protest.

Later, he says, at least $3,500 of the fund was used for salaries and expenses of persons who arrived in this State after the strike was ended. These men came here under orders from St. John.

He further swears that without the consent of himself, Bedard or Shaheen, hundreds of dollars were transferred from one fund to another to pay a bail bond forfeited by Ettor in Reading, Pa., hundreds were used to secure the release of Buccafori, then in Sing Sing prison, and from $1,500 to $3,000 was used for the benefit of the I. W. W. newspapers in Spokane and other parts of the country.

—Not Less Than $10,000 So Used—

He further says that on July 13, 1912, and August 15, he protested in writing against the misuse of the funds, but his protests were ignored. Not less than $10,000 nor more than $16,000 was used out of the strike fund by the Industrial Workers of the World, under the direction of St. John, and he says these facts can be proved by an examination of the books of the National Industrial Union of Textile Workers, with headquarters in Boston, from the bank accounts of the organization from March 18, 1912, and from the books of the Industrial Workers of the World. Fraternally yours,

FRANK MORRISON.

Secretary, American Federation of Labor.

Late Happenings in the World of Labor

President Gompers, who underwent an operation for mastoiditis on June 6, recovered rapidly and was able to leave the hospital on June 22. He presided over the meeting of the executive council of the A. F. of L. at Atlanta City on July 21.

President Wilson signed the sundry civil bill, carrying with it the clause prohibiting the expenditure of certain moneys to prosecute labor and farmers' unions under the Sherman anti-trust law, although he acknowledged that he did so with reluctance, because of his dislike for "riders" in appropriation legislation.

Seventy-five delegates were in attendance at the recent convention of the National Women's Trade Union League in St. Louis. Mrs. Raymond Robins, the president of the organization, in her annual address, urged the necessity of a training school for women organizers of women workers, for industrial education under public maintenance for eight-hour laws, and dwelt at length on the need of minimum wage boards.

James M. Lynch, president of the International Typographical Union, has been appointed by Governor Sulzer as State Labor Commissioner of New York. President Lynch is a resident of Syracuse, N. Y., living there when elected president of the International Union. His name has been sent to the State Senate for confirmation. This is the place to which Governor Sulzer appointed John Mitchell, whom the State Senate on two different occasions refused to confirm.

Thomas J. Duffy, former president of the Brotherhood of Operative Potters, is the member of organized labor appointed by Governor Cox on the new Ohio Industrial Commission. His appointment is for four years. Duffy was a member of a Workmen's Compensation Commission, which made a study of the question for two years prior to the last legislature and which submitted its findings to that body, resulting in the enactment of a compensation law.

Senator La Follette's bill providing for

an eight-hour working day for women, and safeguarding the health of females employed in the District of Columbia, has been passed by the Senate without opposition, it being favored by the district commissioners. This same bill passed the Senate during the second session of last Congress, but failed to get through the House.

Governor Foss of Massachusetts was condemned by the executive board of the State Federation of Labor at its meeting in Boston, for his attitude toward the employes in the Hyde Park plant. The Governor has refused to arbitrate the differences at issue and has also refused to permit the State Board of Conciliation and Arbitration to bring about a meeting between himself and his employes.

According to the recent Census Bulletin on Canning and Preserving, children employed in canneries numbered in 1909 more than 11,000, but the national child labor committee questions whether this is not too low an estimate. The Census Bulletin reports 175 cannery children for New York State, but the New York State factory investigating commission last summer found 1,259 children actually at work in the canneries of the State. The national child labor committee says further that there is no other manufacturing industry employing so many children under fourteen years, because of the common exemption of canneries from the child labor laws. It is significant that New York, second only to California in the value of its cannery products, has now forbidden the employment in canneries of children under fourteen.

The New York State Bureau of Industries and Immigration has a special corps of investigators examining the 2,000 immigrant labor camps in the State as to sanitary and housing conditions. A year ago an investigation was made and the report declared that most of these camps were unhealthy and a menace to the health of the State. This year the investigators will compare the conditions with those of last year for the purpose of recommending what reforms suggest themselves.

At the semi-annual meeting of the board of trustees of the Union Printers' Home, in Colorado Springs, it was decided that improvements to the amount of about $18,000 should be made. This sum will be used in the construction of a two-story addition to the library wing of the main building. This addition will provide dormitories for additional residents.

During the month of May 137,262 immigrants arrived at our ports. Of these, 27,297 were southern Italians, 25,939 Poles, and 8,498 Germans. One thousand six hundred and ninety-one were carpenters by trade.

The Truth Will Out

The lobby investigation by the Senate committee has been replete during the past few days with interesting situations. The famous, or otherwise, Col. M. M. Mulhall, has been on the witness stand identifying voluminous correspondence which he retained during his "valuable" service in the employ of the National Manufacturers' Association. The range of the testimony is wide, and covers alleged instances of bribery and corruption, and brings into view many occurrences which implicate men in all walks of life.

If the testimony contains only a semblance of truth the activities of the National Association of Manufacturers has been one long series of debaucheries. It includes the assertions that men active in the labor movement have been suborned and used as intriguers and spies where strikes have occurred, and enters the realm of politics, alleging that certain men in public life have accepted the assistance of the National Manufacturers' Association, while publicly supposed to be its enemy. The use of money in a corruptive way seems to have been the motive power of the association, with the assumption that all men were susceptible to a varying purchase price. Incidents were related where the agents of the Manufacturers' Association applied its methods in St. Louis to break a strike of the shoe workers, and also of attempts

made to bribe the leaders of the printers' strike in Philadelphia and numerous other places. Sentence by sentence the story is being unfolded that the great ambition of the National Manufacturers' Association was to implicate in some manner President Gompers and other officers of the American Federation of Labor. It will be recalled that the attempt to bribe the president of the A. F. of L. was given publicity by Gompers himself, substantiated by numerous witnesses, at the Norfolk convention of the American Federation of Labor.

The first campaign inaugurated by the American Federation of Labor against hostile congressmen was opened in 1906 in the Second district of Maine against Charles E. Littlefield, who was conspicuous in his hostility toward all labor measures and all labor men. This campaign is of historical interest, and the testimony produced before the lobby investigating committee throws many sidelights on the activities of the National Association of Manufacturers, which took a prominent part in defending Mr. Littlefield.

The testimony and documents submitted are voluminous, and when compiled will constitute a prodigious document. The House of Representatives has also appointed an investigating committee and, following the conclusion of the Senate investigation, the House will undoubtedly go over much of the same ground, actuated in doing so from the fact that numerous congressmen have been assailed as being the secret agents of the National Association of Manufacturers.

History of I. T. U.

The International Typographical Union has just published a history of the organization. The matter contained in the book was compiled under the authority and direction of the officers of the organization, and is a complete history of the union from its inception. The circular announcing that the edition is now ready for sale and distribution says: "To every man who reads with understanding, to every organization of labor that is now passing through the elemental stage of its existence, and aiming to build a permanent structure in which to house and protect the interests of its members, a fund of useful knowledge will be found within the pages of this book." Copies bound in cloth are to be sold for $2, while those bound in full leather are $3.50. Those desiring copies of this book should forward their money orders or checks to J. W. Hays, Secretary-Treasurer, Newton Claypool Building, Indianapolis, Ind.

Low Wages for Girls

Edith Abbot, in an article in the Journal of Political Economy of the University of Chicago, in a few vivid words pictures the girl paying the price of low wages.

"To every social worker who knows any large number of working girls, these tables mean poor health and intolerable fatigue. They mean that to the long hours of work in the store or factory, these girls must add long hours of work in the evening, mending, making and laundering their shirtwaists and other linen. What these tables really mean, therefore, is insufficient food, poor sleeping quarters, insufficient clothing for inclement weather, walking long distances to save car fare, taking vacations only when they are provided by charitable organizations, doing without proper recreation, and following inevitably a direct line of descent through exhaustion and disease to destitution. The great majority of these girls do not "go wrong;" they live on their meager wages of righteousness until they are broken in body and spirit, and then they are sent away to convalescent homes or tuberculosis sanitariums while public or private charity pays the cost of supporting them and of caring for those who are dependent on them."

News Notes from Local Unions

Notice

Stay away from New Haven, Conn. Work is very dull here and many of our men are idle. L. U. 79.

Carpenters, stay away from Springfield, Mo. Lockout since May 1, 1913. Our town is full of idle men. L. U. 978.

All carpenters please stay away from Aransas Pass, Texas. The conditions here are very poor, most of the men being out of work and having to leave town. L. U. 1842.

Brothers, avoid Rockford, Ill., for the present. Although we have gained most of our demands and have won over the best contractors, we still have a stubborn fight on our hands with a few employers. Stay away until further notice. L. U. 792.

This D. C. wishes all carpenters to stay away from Fitchburg and Leominster, Mass. We have just had a strike here and many of our men are walking the streets at present. Help this district by avoiding our neighborhood. Northern Massachusetts District Council.

All carpenters should stay away from Augusta, Ga. We have idle men walking the streets here. Use your influence to keep the non-union men of your neighborhood away also; pay no attention to ads in the papers asking for men. If we lose this fight it means a loss to you; our fight is your fight; help us by staying away form Augusta, Ga. Augusta District Council.

To all migrating carpenters: In order to continue fair working conditions in the city of Sacramento, Cal., we wish to notify you that our "out-of-work list" is larger today than at any time in several years (even at the most dull seasons). We hope that our voice, which is always for the mutual interests of the U. B., will be heeded in preference to that of those human "ghouls" who prey upon the unsuspecting public. L. U. 586.

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Long Beach, Cal.—A number of inquiries are coming in, asking about conditions here in Long Beach. Although this is considered the fastest growing city in the United States, and there is a great deal of building here, there are more men here than there are jobs. Our climate is so fine that men come from inland towns to spend the summer, and also from the colder places in winter, so that we are always overrun with traveling carpenters.

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Bend, Ore.—Our local here was about to break up a short time ago, but we got together in time to prevent it. Our members are nearly all out of work; some of them live as far as seventy miles east of Bend. We have decided to meet once a month until business gets better. The country in this vicinity is rough and undeveloped. No new railroads are being built this year, and we are on that account under a great handicap. There is absolutely no work for carpenters in central Oregon at present. Dozens of homesteaders are here—good carpenters—who are waiting for things to get better. Please stay away.

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Butte, Mont.—This item is not intended as a stay-away notice. However, at our meeting of June 26, the members of L. U. 112 decided that it would be well to call the attention of outside brothers to the fact that more carpenters are coming here than there will be work for in a short time, if something new does

not show up soon in the building line. Carpenters have been coming here at the rate of eight or ten a week all spring, and, with only the usual amount of summer building, there is soon going to be a surplus of men and some one will have to get out. This is a 100 per cent. union town—the dues are $2.00 per month, $40.00 for initiation; so brothers contemplating coming here to get the big wages should consider some other things.

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Youngstown, Ohio.—Stay away from Youngstown at the present time. The article in The Carpenter saying there was plenty of work here has attracted many new men to our place and we have been swamped. There also have been a lot of floaters coming to town each day and work has slowed up to a great degree. The real estate men, who have been doing the bulk of the work, have laid off their men. So please stay away or otherwise, doing yourself no good, you will injure us seriously and cause us a heavy setback next winter.

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Eureka, Cal.—L. U. 1040 is waging a fight against the effort of the A. B. Hammond Mill and Lumber Co. to force union men to use their "scab-made" doors, sash, and moldings. This plant is situated across the bay from Eureka and its stock is produced by boys and veritable slaves working ten hours a day against fair shops working eight hours at fair wages. This material is now being furnished O. B. Ackerman for the construction of a convent here. When Ackerman started work on the convent job it was understood that it was to be a union job. But with remarkable agility Ackerman broke faith in this matter and obtained goods from the Hammond people. It seems that this is not the first time that Ackerman has been shady in his dealings with the public, it being said that he and his sons have several times failed to comply with the specifications of contracts awarded them. We ask brothers to assist us in this fight by staying away from here.

Portland, Me.—On Friday evening, July 18, a public mass meeting was held in Pythian temple, under the direction of the Portland District Council. The meeting was opened with prayer by Rev. Jesse Hill, D. D., pastor of the Williston Congregational church. City Solicitor James H. McCann extended the greetings of Mayor Curtis, who was unable to attend.

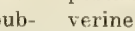
Mr. McCann said that he felt that so long as men of labor meet in lawful assembly the civic ideals and best interests of the city are being served by them truly and well. He spoke of the growth of labor organizations during the last fifty years and of how labor had benefited others, and of its work today to benefit itself. He dealt with the laws of Maine passed through the influence of labor organizations, such as child labor laws, the initiative and referendum, the direct primary law, the employers' liability act, the new law changing the burden and its application to employer and of proof in negligence cases, etc. He referred to the power of labor organizations witnessed this week when the committee of 100, representing 80,000 railway men, were so influential before Congress that the Newlands bill, amending the Erdman act, was passed at once at their request.

General Organizer John E. Potts, of Boston, who was the principal speaker of the evening, chose as his subject, "The Benefits of Organized Labor to the Entire Community." Brother Potts is an easy, pleasant speaker and made a very convincing argument in favor of organized labor to the community. He said that organized labor today believes in more work in the direction of arbitration. With reference to the attitude of the churches today the speaker said that more and more the interests of the church and the laboring men are becoming one.

He then recited the benefits of the organized labor movement, referring to the work done in the direction of obtaining wholesome legislation not only for the benefit of organized labor, but

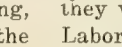
for laborers whether they are organized or not. He said that organized labor seeks to get honest service from its public servants and would fight against those who betray the interests of the average people of the country.

A great number of people of all classes were in attendance at the meeting, among them pastors of churches in the city, members of the city government and of the Board of Trade. The gathering will have a very good effect in these parts.



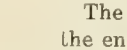
A Defaulter

William Du Bois, financial secretary of former Local Union 1869, Woodmere, Brooklyn, N. Y., has left that place with $275.00 belonging to the local. Members of the U. B. should note that he is a defaulter. Bernard Hiddink, 65 Union Place, Cypress Hills, Brooklyn, N. Y.



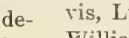
Fined for Misconduct

James T. Pylant, a member of L. U. 362, Pueblo, Colo., was fined $25.00 by that local for violating Section 9 of the local by-laws. He also left the city of Pueblo without paying his employes, leaving his contract unfinished, and leaving the contractor with an overdraft of over $100, acquired in his own behalf.



Tool Box Stolen

Thomas Dalton, a member of L. U. 653, Chickasha, Okla., had his tool box and contents stolen on or about June 30. Some of the tools were branded "Tom Dalton," and his union card was also in the box. All members of the United Brotherhood are requested to look out for the same; a reward of $35.00 is offered for conviction of the thief. L. V. Long, Secretary, L. U. 653, Chickasha, Okla.



Michigan State Convention

The first convention of the newly organized Michigan State Council was held in Lansing on July 16 and 17 and proved a decided success. A constitution was adopted for the government of the council and many questions of supreme importance to the carpenters of the Wolverine State were discussed and disposed of. At the close of the last day's session the delegates visited the state compensation board, where they received much valuable information, and in the evening they were royally entertained at Central Labor Hall by the Lansing local. The mayor of Lansing, the Chamber of Commerce of that city, and the Local Union all contributed their part toward making the gathering a success.

The following officers were elected for the ensuing year: President, F. C. Plamback, Saginaw; vice-president, J. C. Whittacer, Jackson; secretary-treasurer, John Timmer, Grand Rapids; executive board, John Hart, Grand Rapids; M. Davis, Ludington; J. F. Kuebler, Bay City; William Longely, Lansing; K. Craw, Cadillac; J. C. Milne, Saginaw. The city of Saginaw was chosen as the place for holding the next semi-annual convention in March, 1914.

Ballad of Smiles and Grouches

For all life's ills, says the optimist,
For all the trouble and all the care,
For every ailment that may exist
A cheerful smile is a tonic rare.
But when of trouble we get a share
That's much, we fancy, beyond our due,
To ease our feelings and clear the air
A grouchy grumble is helpful, too.

This wicked world, says the moralist,
Would be so healthy and sweet and fair
Were smiles the fashion and we'd insist
A cheerful smile is a tonic rare.
But since the Devil himself may wear
The merry visage, and all his crew,
Perhaps as mark of the rude but square,
A grouchy grumble is helpful, too.

An answer soft, says the theorist,
Turns wrath away; and for strength to bear
The menaced weight of the lifted fist
A cheerful smile is a tonic rare.
But when belligerent eyeballs glare
And threatening glances pierce you through
What blessed comfort it is to swear!
A grouchy grumble is helpful, too.

ENVOY.

Ah! well for the good folk who declare
A cheerful smile is a tonic rare;
And yet for sinners like me and you
A grouchy grumble is helpful, too.

—T. A. Daly.

Trade Notes

Successful Trade Movements

Westerly, R. I.—After being out three days, L. U. 217 decided to accept the following proposition from the bosses: That a two years' agreement be entered into, calling for a wage of $3.37½ per day the first year and $3.50 the second year. We are very well satisfied with our success.

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Rockford, Ill.—We are glad to report that our troubles are practically settled as our men are all at work under fair conditions. We have a few contractors, however, who are still stubborn enough to show some fight. We have the best contractors of the city with us and hope to get along in nice fashion.

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Kennebec Valley, Me.—The statement in the June issue of The Carpenter as to the strike in this valley should have applied only to Waterville and not to the whole district. Our council holds jurisdiction over four small cities—Augusta, Hallowell, Gardner and Waterville—with three locals, 348 in Waterville, 1944 in Gardiner, and 914 in Augusta and Hallowell. In our demand for an increase in wages we had no trouble except in Waterville, where a local strike occurred. The Waterville local was allowed to settle at a minimum of $3.00 per day, while in Augusta and Hallowell we have a minimum of $3.20, which was granted without trouble.

Vocational Education

We wish to call the attention of labor to a bit of legislation that is now in the course of enactment in the State of Indiana. This is a bill the purpose of which is to establish industrial, agricultural and domestic science schools in the public school system of this State. It is said by experts to be the best bill yet introduced in any State, and is the result of a commission there established in the last legislature to investigate and report on this subject. On this commission labor was represented by Frank Duffy of the United Brotherhood of Carpenters and Joiners. Both labor and capital seem to favor the passage of this bill as it stands, but many teachers of the State are fighting one clause which provides for the appointment of a representative of labor on the State Board governing these schools, and also a clause which we here quote: "Boards of education or township trustees administering approved vocational schools and departments for industrial, agricultural or domestic science education shall, under a scheme to be approved by the State Board of Education, appoint an advisory committee composed of members representing local trades, industries and occupations. It shall be the duty of the advisory committee to counsel with and advise the board and other school officials having the management and supervision of such schools or departments."—Bridgeman's Magazine.

Labor Men Appointed

Edgar A. Perkins, president of the Indiana State Federation of Labor, has been appointed Chief of the State Bureau of Inspection to fill the unexpired term of Elliott R. Hooton, resigned. Mr. Perkins announced some time ago that he would retire from office in the union movement, he having been for a number of years at the head of the State organization and active in union efforts in other directions. William Dobson, international secretary of the Bricklayers and Masons' Union, also has been appointed a member of the State Board of Education.

Craft Problems

Finding Radii for Curved Rafters

(By A. A. Stafford.)

In the June Carpenter I notice that Brother McMurphy, L. U. 470, refers to me in the January Carpenter as giving a radius method. He, being in a framing country (State of Washington), readily sees the use of such methods. I submitted in the January National Builder his Fig. 2, only I went farther with it, which herewith might be of some use to some brother chip. Sometimes it is required to build a concave porch roof, with possibly a hip at one end, or at both, and sometimes the shingling extends on up the side of the building for finish. I have had good success getting such rafters out of 8 to 12-inch boards; it all depends how long the run is and how much concave will look good in the length of rafter. I take a board and lay out a rafter, just the same as I would on 2x4. Cut top and seat, then drive a nail, as near top edge and extreme ends as I can, for

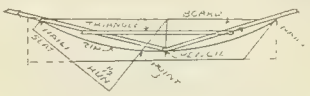


Fig. 1.

radius triangle to slide against. (Fig. 1.) At mid length the radius line cuts nearly through the board, say one inch left. Take a sharp rip saw and rip the curve

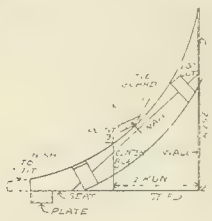


Fig. 2.

line; take the top piece and place it on the bottom. Put a nail in the thin part and nail on a piece of board at each end (Fig. 2), and you have a rafter, board width all round, very strong and no timber wasted. It looks strange perhaps to see them 10 inches wide; but I do not know of any way by which they can be built cheaper in expenditure of time and material. To make triangle, take two light straight edge pieces, the length of rafter any way, nail two ends together, have this point in the middle of rafter where the cut is to be, the middle of pieces against the nails in rafter, then nail a piece across to hold them, then with pencil in center, slide from one nail to the other and you have a perfect curve line.

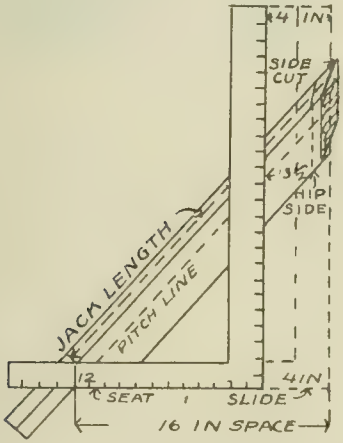
To get a corresponding hip or valley proceed the same way, only now you must not take out so much of the board. The middle is known as Point 3 and is found by the center rise of common rafter—the center rise of hip must be the same. To find this center rise, after having common rafter cut out, lay it flat down with seat against a straight edge, and the top the total rise away, measure one-half the run, and square up the rise to the curve, Point 3. Note this measure, and having hip cut top and seat, laying the same, make the same measure up its center for Point 3 and straighten out triangle to hit nail 1 and 2. Run curve line and rip out as before. If properly done, the curves will correspond when rafters are up in place. Be sure that hips and valleys are on 45 degrees radius. Always cut rafters the right length first. Use lower end of common rafter for jack pattern; side cut same as straight rafter, length by run, taken on edge of board before curve is cut out.

Let me ask in conclusion: How many brothers keep these problems on file for future reference?

Jack Rafters

(By A. A. Stafford, L. U. 141.)

Jack rafters seem to be a hard proposition for the majority of carpenters, when, as a matter of fact, they are just as simple as any rafter. The most trouble is, the "butch" does not understand the use of his square. If he is on the immediate job where he can commence at the common rafter and space the plate, then divide the length of common rafter into that many spaces—it is easy to find out what difference the lengths of jacks will be. Then how about side cuts? Most every carpenter has a rule studied out for roof work. That is all right for about two pitches, but why not have a rule that will work on any pitch, no matter whether it be a flat porch



roof or a roof that raises 13½ inches to 1 foot run. This would be termed a 13½-inch pitch. Show me a carpenter that has any specified figures for it whereby he works out all the com's hip, valleys, cripples, jacks and saddle rafters. All the lengths and cuts are just as simple on this pitch as they are on the old term, third pitch.

The reason I say this is because I want the brothers to know there is more than one way to do things. In the first place, learn how to illustrate for yourself, like this: Say what is the difference in the length of jacks, 16-inch space, 13½-inch pitch. Imagine if we set square on plate, at right angle, 1 foot from corner and tongue 1 foot in, the hip line will cut tongue at 13½ inches. Now, to get 16-inch space, we must set square 4 inches farther from the corner of plate and slide square 4 inches farther in, so the tongue will be plumb to hip line. From hip line to 16 inches is the length of the jack. Then allow for one-half thickness of hip rafter; illustrate with slide rule, Fig. 1. Lay square on rafter to mark seat, tongue on seat 12 inches, blade on pitch 13½ inches. Slide tongue on seat to 16 inches; right where blade cuts pitch line is length of jack. But not on the side—it's directly in the middle flat ways, as one-half of the side cut must be shorter and one-half longer than the length on pitch line. Also allow half thickness hip or valley. This jack, without any reduction, is 24⅜ inches, and is the difference in lengths.

If you wish 20-inch space, slide square from 12-inch to 20 inches, where square cuts pitch line is length, and so on. Side cut length (hypotenuse) by run—1 foot is always run. Measure across corner of square, 12-inch to 13½-inch, for length (reads on Rule 18 1-16 inches) cut on length. If jacks are two feet space, just double the hypotenuse of one foot run and pitch like this one would be 36⅜ inches; deduct this from common rafter, or reverse rule, slide down plumb cut till jack space is reached. By sliding the square you retain the pitch line and obtain lengths without any drafting. 'Nuf sed.

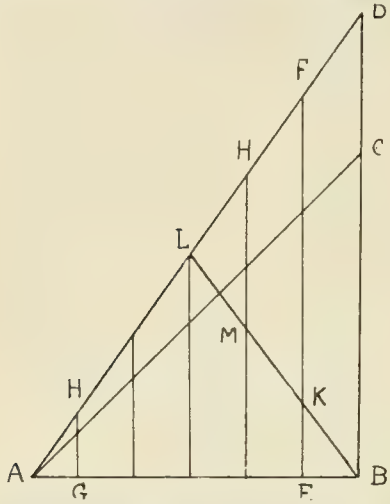
A Few Hints on Getting Cuts and Lengths of Rafters of Hipped Roofs

(By James Barry, L. U. 509.)

Draw to any desired scale A B one-half width of roof. Draw B C equal to height above plate, then A C will equal common rafters for that width, foot cut at A and head cut at C.

Now prolong B C to D, make B D equal to A C, then A D will be length of hip. The head and foot cut for jack rafters are the same as for common rafters. The length of all jacks will be found by laying off on A B position of jacks.

When valley rafters are required, lay off on A B entire width from foot of hip to foot of valley rafter; then, with same angle as A D, lay off on L B equal to

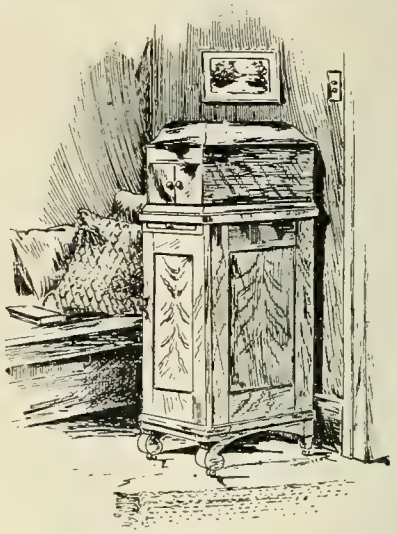


length of rafter desired, foot cut at B, head cut at L, same as for hip at A, edge cut at L; or, for the mathematical solution, we have for common rafter: A C = $\sqrt{\text{A B}^2 + \text{B C}^2}$; hip rafter: A D = $\sqrt{\text{A B}^2 + \text{A C}^2}$ (A C = B D); jack rafters: G H = $\frac{\text{D B}}{\text{No. of Spaces on A B}}$ = difference in length of jack rafters.

Differences for cripple rafters will be twice that for jack, as H G, M N, etc.

Details of a Music Cabinet and Folio Case

Fortunate indeed is the man of tools who is able to meet requirements as they arise, oftentimes being required to do things quickly for others, or in his more leisurely moments relieve himself of a certain amount of petty slavery to ill-adapted conditions, or entire lack of conveniences in his home surroundings. The music cabinet and folio case which we will discuss were the direct outcome of the constant experience of finding some long-searched-for subject at the bottom of the pack and vowing "When I get time I'll fix things differently." So the folio case now having been in most satisfactory use for some time, sprung into being, designed to take care of matter in a parted or "unit" manner—and the music cabinet—well we kept buying records,



Cabinet Work for the Carpenter. Fig. 1—General View of a Music Cabinet.

and the song one wanted—that, too, was generally at the bottom of the pack.

While there are at present but two prominent makes of the phonograph, the one under consideration is the No. 8 Victrola, having a base measuring 15¼x18⅞ in. The instrument is an excellent one and the selection of this pattern without a lower stand or case was made with preference of putting more of the large instrument cost into buying future records rather than so much in an expensive outer case. With the base determining the size of the stand, the height, too, was also governed by the disposal of the 10 and 12-inch records, and, as will be seen in detail, Figs. 2 and 3, the height over all of the stand is 31½ in. A good grade of easy running brass casters were well embedded in the four places of contact with the floor, these being exposed about ⅜ of an inch. The work of construction will prove to be interesting by following the plan of making six framed-up panels, all frames to consist of ⅞-in. material

which before gluing up is treated with a ¼-in. groove on the inner edge of stiles and rails to secure ¼-in. veneer panels set back ¼-in. from front surface. The top frame is without a panel, and the bottom frame has the inner upper edge rabbetted to receive a solid wood panel to be smoothed off flush with the frame. Make all frames glued up to a size, allowing for squaring and fitting accurately. The side frames, being alike, are set up in relation to the top and bottom frames in the manner indicated in Fig. 4 by bringing them against the edges of the back

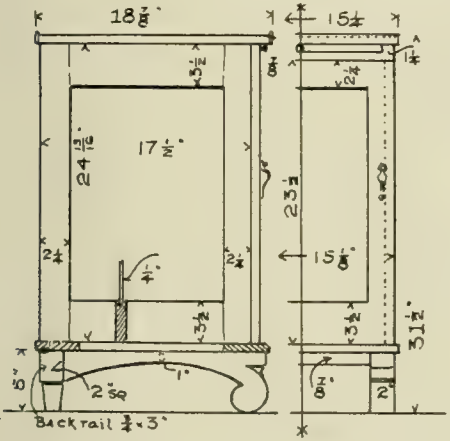


Fig. 2—Side View of Cabinet.

Fig. 3—One-half Front View.

frame by means of screws. To avoid evidence of screws on the side frames, bring them up in glue to back frame by means of long clamps, and apply finishing and gluing strips on the inside as shown. Through these, screws or brads may be set alternately.

It will be noticed that the front door, which is finished to 15½x23½ in., fits with a slight overhang in front of the side frames and immediately under a filling in strip ¾x1¼ in. wide which is cut out to allow of the sliding shelf "A" to be drawn out to a proper length and stopped with a screw or checking strip. This shelf will be found very convenient when using the instrument to lay records upon. A rabbetted slide is, of course, screwed to the sides and top for this movable shelf to slide over. The case now being set up, the base may very readily be fitted and secured by screws to the underside of the bottom.

By a paper or wood pattern drawn and cut out, mark and saw from a 2-in. dressed plank the two Colonial base

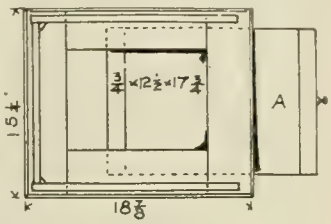


Fig. 4—Showing Top Frame and Slide Shelf "A."

pieces. Then give more definition to the upper part of the scroll by cutting a line with a V-tool, and using a gouge to hol-

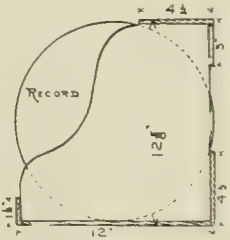


Fig. 5—End of Portable Record Holder.

low above it, as shown, on both sides of each piece. The work of cutting a tenon on the back end to enter the posts, and cutting a mortise to receive the small front apron, may then be done; likewise fitting a tenoned back rail ¾x3. The back legs, which are 2 in. square, it will be noticed, are reduced by a slight taper below the arching sides. All parts being carefully fitted, they may be glued up in the nature of a frame and screwed to the underside of the bottom framing.

One glued-up panel provided with grooves and tongued battens at each end is reduced to ⅜ of an inch in thickness and fitted loosely to the shape of the interior of the cabinet. This divides the hight into space for 12-in. records below and 10-in. above the shelf board. The means of support may be by projecting pins, similar to those used in bookcases.

When the final carcase work is completed, a finishing strip is neatly blind nailed with small brads to the edge of the top frame, all around, as shown in Fig. 4, and indicated by a projection on Fig. 3. Prepare the strips to 3-16x1 in. with miter ends and have them well warmed and applied with hot glue, sinking the brads and filling the holes with sawdust putty. This strip makes a proper molding in continuation of molded base of the instrument, which sets snugly within. Screw holes bored diagonally up through the top of the stand—one on each side toward the front and one at the back—will permit of the instrument being held to the case. Great care should be used in making the door to the front of the

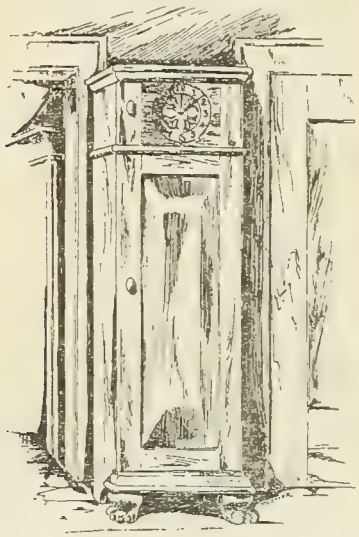


Fig. 9—General View of Folio Case.

cabinet fit very closely, as dust should be guarded against. Use two 1¾-in. hinges with loose pins, and the new thumb spring latch will be found to hold the door tightly closed, and yet readily opened. Two light removable cases to hold the two sizes of records should be provided to readily slip in on the bottom and middle shelves. These cases are made of thin material and cut to the outline shown in Fig. 5. The ends and divisions being of the same pattern, the bottom, ends, back and front pieces should be 5-16 in. thick, while the division panels, which are set in grooves about 1 in. apart, may be of ⅜-in. material. It is desirable to have the cases portable for several reasons, one of which is more readily to attach a label bearing number of letter to the front of each compartment so that there will be no difficulty in locating or putting away records. A corresponding list should be kept in a book or on a stiff card, which indicates a certain division or divisions to be used for vocal, another instrumental, another talking, and so on.

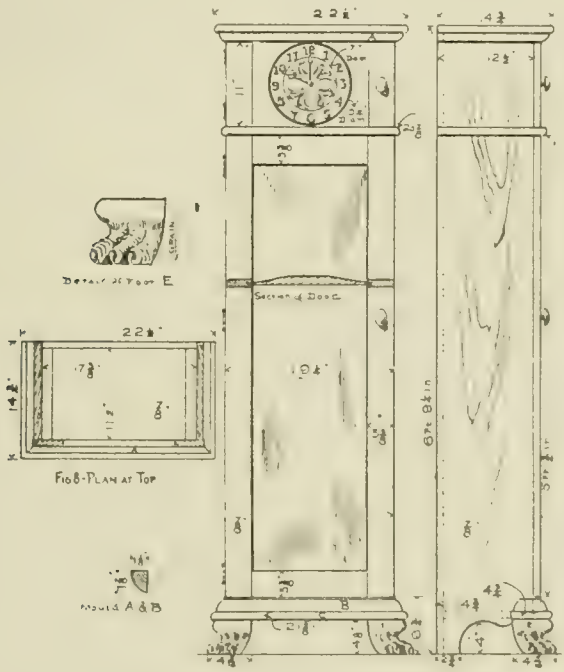
To those who are desirous of being in intimate touch with information regarding their line of work, it will be found after many months or years, that it becomes quite a task to refer to come certain topic without spending much valuable time looking for it among a mass of collected matter. The absence of a proper storing place frequently is a reason for many to discontinue—shall I say the habit of collecting. The writer is well aware from long experience that there is a medium to be adopted between the extremes of not collecting and collecting too much. There is hardly any field of activity in which a man may engage but what he would be greatly benefited; in truth, progress in, by being always on the lookout for further developing information in that line. This source of information is available, and is very frequently free to him in a pamphlet or loose-leaf form.

I am thinking just now of the enterprising carpenter, the prospective contractor. You are at liberty to further inform yourself along any line you wish for the price of a postage stamp or a post card—look over the advertisements and the invitation is always open to you. Much information of value is thrust at you as you walk about an exposition of whatsoever kind.

The most valuable form of loose-leaf knowledge is through the current magazines, not only your trade papers, but your family magazines—read and look them over for they will broaden you. You

will say many times: "There is an article I want to keep"; cut it out. Building plans, or other features of home building, articles on sanitation, location and all kindred subjects can be withdrawn in this way from a mass of matter which experience teaches becomes a burden if hoarded in its entirety.

So this folio case deals with the systematic accumulation of such loose-leaf matter withdrawn and obtained from many sources. In one pile it would be quite as useless as that article you were so much interested in a year ago and which you admit now you can't recall just where you did see it.



Figs. 6, 7 and 8—Front and Side Elevations of Folio Case.

To briefly add to the information given on Figs. 6, 7 and 8, it might be explained that the larger magazines decided the inner size to be 11½x17¾ in., while many years' possessions regulated the hight over all to be 6 ft. 9½ in. These dimensions then suggested the use of a clock, and to all appearances every one takes it for a grandfather's clock, while in fact the clock is simply screwed to the reverse side of the small swinging door covering the upper compartment as shown, marked by a false mold on the sides and projecting in like manner to part the lower and larger door. The attractiveness of this cabinet depends upon the use of well-selected wood in either quarter or figure of grain. This cabinet is plain white oak with a pronounced figure which is interrupted only by a mold blind screwed to the sides, and the stiles of upper door are cut from same length of material as the long lower stiles.

—Finish of the Cabinet—

The entire cabinet being finished in a rich nut brown wax finish makes a very handsome hall piece. The long panel of the lower door is spoke shaved into a fiddle-back shape from a ⅞-in. board until it is reduced to ¾ of an inch in thickness along the edges and sloping into a pretty curve to middle of board. When making the frame, provide a groove in the cen-

ter of the inside edge to receive the panel, but in gluing up the frame under clamps or clamping device, leave the panel unglued to come and go without danger of future cracking. The disposition of parts is shown in the plan of under part of top, Fig. 8, which is a plain board, 14¾x22½ in., with the back construction frame contained within the solid board sides, and the front door overlapping these as shown, the sides being screwed to 1x1¼-in. cleats "D," which have been glued and screwed to the top. The molding "A," which is secured from ⅝x1⅜-in. stock, is then framed around two sides and front. It is again used in a reverse manner to trim the front part of C, which is an extended and exposed part of framed up bottom contained within the construction as shown in the plan, Fig. 8.

—The Back of the Cabinet—

The back of the cabinet consists of a construction frame with stiles the entire length and with top and middle rail. The bottom rail is raised from floor to be on a line with bottom frame "C." The frame consists of material 3 in. wide, with a rabbet on inner side to receive thin filling in the panels. While the carved claw feet make a very desirable base treatment, the shape of the foot "E" may be used without the carved detail, although a trial block may demonstrate that you have more skill than you think in this direction. After the block is sawed out both ways to shape, mark out the five toe points and cut in the deep gullies by a very quick curve gouge, or large V-tool, then proceed to give the rounded form by using a low curve gouge giving form and expression to each division and finally imitating the claw in front of each ball. Amateur effort in carving will show less in imitating a bear claw by not attempting fine detail, rather let it be reasonably rough and rugged to indicate strength, which is the purpose.

—The Clock in the Folio Case—

The beveled rim shown by the two diameters on the middle panel of the upper door was produced on a large lathe, screwing a 15-16-in. board to the face plate and turning a flat bevel from 10¾ to 7 in. in diameter down to within ⅛ of an inch of back, when the inner part was removed by sawing out on a jig saw. The panel was then fitted with a tongue on each end and the stiles with corresponding grooves, the three parts being glued up and faced off smooth and fitted with hinges to swing like lower door.

A good clock works was secured back of an etched copper dial plate, the work of which will be described later if any are interested in preparing a dial plate which will possess some distinct design or embody an initial or monogram, which in after years will give greater value to the subject so treated. The clock figures were from stock pattern in east brass.

The cabinet has been considered up to its final completion as an open case, and it now remains to provide at least fifteen light, loose panels ⅜x11¾x17¾ in. of bass, or white wood, which when sanded all over should immediately be shellacked to keep them straight. These are the "unit" divisions which are supported on four hardwood 5-16-in. dowel pins on both sides of the cabinet. The boring of the holes should be done before the cabinet is put together, boring them at a vertical distance of 3½-in. centers and to a depth of ⅝ in. Pins may be sawed 1⅛ in. in length and round pointed. After your loose-leaf matter finds a temporary resting place on these sliding panels, later rearrangement will naturally follow, when neatly printed labels can be glued to the panel edge, indicating that particular shelf panel is for certain pamphlets, another for catalogues, another for plans. One or more should be set aside for the use of the family upon which may be stored from time to time the really beautiful and meritorious pictures, poems or other instructive matter which might be removed from magazines or other sources. The children should have a shelf or two for their cut outs, their bird and nature pictures. Make it a cabinet not only of "last resort," but an ever-available consulting point for every one, and

when once installed, there will be no doubt of its value to all.—Paul D. Otter in Building Age.

Framing Hip Roofs Out of Square

(By J. Barry, L. U. 509.)

It has until recently been the universal custom to set jack rafters parallel with side plates of building when irregular in shape or not square, as shown in sketch. There are many good reasons why such a custom is faulty. If you make the jack rafters on sides and ends of such roofs meet together on hips, they will be

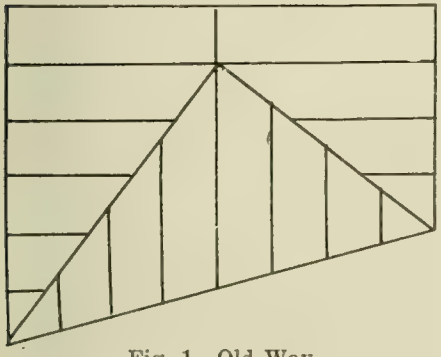


Fig. 1—Old Way.

much nearer on one hip and much wider apart on the other than they are on side of building (as shown in Fig. 1). Besides, the jack rafters will all be different lengths and bevels, and each one

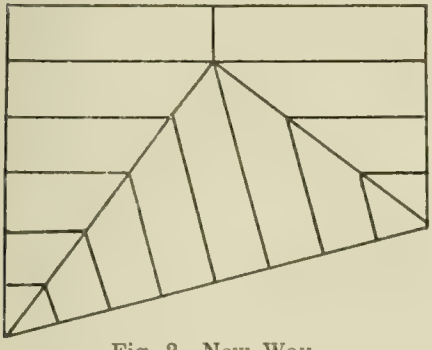


Fig. 2—New Way.

must be separately fitted to its own place.

But if jacks on bevel end of roof are set at right angles to plate (as in Fig. 2) each pair will be the same length, and all will meet together on hip rafters as they should, besides roof boards will all cut square.

Sere and Yellow Leaf

(The Chicago Tribune.)

Gray hair does not work in well in our modern industrial scheme. A man of forty is more often a candidate for the scrap heap than for promotion. The machine does not respect old age, but it yields to strong muscles.

In the professions alone gray hair is not yet a passport to the land of unemployment. Here the experience which comes with age, the accumulation of facts and knowledge which time alone permits, still bring rewards and security to the man who is no longer in his prime.

Apparently, however, the spirit of industry is invading the professions, and here, too, gray hair is becoming a terror. By the terms of the German insurance act the correct age of the person insured against old age, sickness, and infirmity must be given.

The actors, and especially the actresses, protest against this provision. At present talent and youthful appearance are sufficient to secure an engagement, they say. When the manager knows the right age of every actress or actor, they assert, this knowledge will prejudice him again the elderly members of the playing fraternity, regardless of their dramatic talent and ability to appear young.

What is true in Germany is even more true here. Only in the United States there is no insurance act to press the question of age to the front, as it has been pressed in Germany. The problem of the aged and the aging, the assurance that they will not be deprived of their bread and butter on account of gray hair, must before long become an important issue for industry and the government to consider.

Für Unsere Deutschen Leser

Verhandlungen der zweiten Vierteljährigen-Sitzung, 1913, des G. E. B.

(Fortsetzung von letzter Nummer.)

Der Board bestimmt, daß die folgenden Summen jedem Mitgliede der folgenden Konvention Komiteen erlaubt seien, welches alle Saläre und Ausgaben decken muß. Keine überzeit oder Ausgaben werden erloubt:

Finanz-Komitee	$106.00 jeder
Appell und Entschädigungs-Komitee	75.00 jeder
Konstitutions-Komitee	75.00 jeder
Resolution-Komitee	25.00 jeder
Organisation-Komitee	10.00 jeder
G. P. Bericht-Komitee	10.00 jeder
G. S. Bericht-Komitee	10.00 jeder
G. Sch. Bericht-Komitee	10.00 jeder
G. E. B. und Trustee-Bericht-Komitee	10.00 jeder
Union-Label-Komitee	10.00 jeder
Lahrjunge-Komitee	10.00 jeder
Regeln-Komitee	5.00 jeder
Ritual-Komitee	5.00 jeder
Zähler in der Konvention	5.00 jeder

Alle anderen Komiteen, welche nicht hierin genannt sind, sollen jeder $5.00 erhalten.

Mittheilung der Brüder S. P. Meadows, W. E. Jolley, H. W. Blumenberg, W. F. Brown und D. F. Featherstone, Mitglieder des Konstitution-Komitees in der Washington, D. C., Konvention bezüglich der Ueberrechnung für Arbeit welche sie an diesem Komitee verrichteten. Der Board bestimmt, daß sie eine liberales Gehalt erhielten für die Ueberzeit und die Entscheidung des G. E. B. am 28. Januar 1913 ist bestätigt, und wurde der G. S. beauftragt, diese Brüdern zu instruiren, daß sie die Ueberrechnung zurückerstatten, ebenso Brüder C. C. Mowel und E. W. Van Dunn vom Appell und Entschädigungs-Komitee, und Brüder W. L. Hutcheson, D. J. Ryan und J. R. Pickle vom Finanz-Komitee.

12. April 1913.

Der G. P. unterbreitete dem Board Mittheilung des Sekretärs Atkinson der Amalgamated Society of Carpenters in Bezug auf einer Sitzung zur Zusammenschmelzung. Der G. S. sandte Briefe an die A. F. of L. und das Building Trades Department, in welchem er die Central und Lokal Building Trades Council beauftragt, die A. S. zu entthronen. Der G. P. wurde beauftragt, ein Komitee zu ernennen, welches mit den Delegaten des A. S. zusammentreffen soll.

Die Frage der A. S. in den verschiedenen Distrikten unserer Jurisdiktion kam in verschiedene Formen vor dem Board und erhielt gründliche Untersuchung. Der G. E. B. ist ängstlich und willens alles in seiner Macht zu thun feindliche Organisationen zu legen, findet aber, daß zur jetzigen Zeit im ganzen Lande die Mitglieder nichts thun um zu helfen, sich in eine Lage zu setzen so daß sie solches verrichten können.

Es ist die Meinung des Board, daß jede L. U. und D. C. sich sogleich den Lokal Trades Councils und den Central Labor Unionen anschließen sollen zu dem Zwecke, daß die General-Beamten, wenn sie die A. F. of L. und das Building Trades Department um Unterstützung anfragen, sie nicht die Antwort bekommen, daß unsere eigenen L. U. und D. C. die Gesetze nicht befolgen, welche sie verlangen, daß andere für sie befolgen, und wenn wir erfolgreich sein wollen, so können wir nicht anderes thun als unseren Theil der Last zu tragen.

Boston, Mass. — Anfrage des D. C. um eine Bewilligung für $5,000.00 zur Unterstützung in einem Streite mit der A. S. of C. Besprechung der Anfrage verschoben bis zur Zeit wenn der D. C. seine Applikation einreicht zur Aufnahme in den Lokal Trades Council des Building Trades Department der A. F. of L. in jener Stadt.

Yonkers, N. Y. — Mittheilung der L. U. 273 bezüglich der Stellung welche der A. S. gegen unsere Organisation einnimmt. Der Board entschied, daß er alle mögliche Hilfe leisten werde sobald L. U. 273 obigen Pflicht nachkommt.

Anfrage des Massachusetts Staats Councils für finanzielle Unterstützung in der Bewegung gegen den A. S. Der Board entschied hier wie im Falle der L. U. 273.

Der Board bewilligte $500.00 an den Vancouver, B. C., Can., D. C. für Stiftungszwecke, welche unter Aufsicht des G. P. verausgabt werden soll. Sanktion in einer Gewerksforderung wurde abgelehnt.

Cincinnati, C. — Besprechung der Anfrage des D. C. in dem Falle der Thompson-Sterritt Co. wurde abgelehnt bis der D. C. seine Applikation zur Beitretung des Building Trades Department der A. F. of L. einreicht.

14. April 1913.

Alle anwesend außer Neale und Potts.

Anfrage der L. U. 1061 Medicine Hat, Alta., Can., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt, finanzielle Unterstützung

wird später berathen, je nach dem Berichte in den G. O. einlaufen.

Indianapolis, Ind. — Brüder S. P. Meadows und W. O. Sullivan vom Indianapolis D. C. bezüglich einer Gewerksbewegung welche von der letzten Sitzung verschoben wurde, weil es zu einem Verständniß kommen sollte. Ein theilweises Verständniß wurde mit den Kontraktern und Außenarbeitenleuten verfaßt, es kam aber noch nicht zu einer Einigung mit den Mühlenarbeitern und den Fabritbesitzern. Dieser Fall wurde wieder verschoben bis weitere Berichte eintreffen.

Anfrage der L. U. 252 Oshkosh, Wis., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt. Finanzielle Unterstützung wird später berathen, je nach dem Berichte in den G. O. eintreffen.

Der Board bewilligte $100.00 für Stiftungszwecke an den D. C. Beaver Valley, Pa., welche unter Aufsicht des G. P. verausgabt werden sollen.

Birmingham, Ala. — Anfrage des D. C. um eine Bewilligung für Stiftungsgeld und der Anstellung eines Stifters. Anfrage für Gelder verweigert, die Stifterfrage wurde an den G. P. gewiesen.

Scranton, Pa. — Bericht des Bruders Post in einer Gewerksforderung wurde die Akten einverleibt.

Mittheilung der John W. Ferguson Co., Paterson, N. J., worin die Firma fragt das ein Nationalvertrag gemacht werde. Der G. E. B. fand, daß sich nicht in einen solchen Vertrag einlassen kann, versprach aber der Ferguson Co., wenn sie die Regeln und Gesetze der Lokalität wo sie am Arbeiten sind nicht übertreten, so werden die G. O. dazu sehen, daß kein Trubel entsteht.

New Castle, Pa. — Bericht des Mitgliedes Post über Umstände wie er sie hier fand. Die Stiftungsfrage wurde an den G. P. gewiesen.

Lower Anthracite, Pa. — Bericht des Bruders Post über die hiesigen Verhältnisse wurde den Akten einverleibt.

Norristown, Pa. — Bericht des Bruders Post einer Gewerksforderung der L. U. 897, welcher besagt, daß es zu einen Vertrage kam.

Philadelphia, Pa. — Anfrage des D. C. um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Diese Anfrage wurde in der Februar Sitzung verschoben, und Bruder Post machte einen Bericht seiner Untersuchungen. Sanktion gewährt; finanzielle Unterstützung verschoben, je nach dem Berichte in den G. C. eintreffen.

Bericht des Bruders Post der Resolution 61 Washington Konvention, bezüglich Mühlenlage in Philadelphia, Pa., wurde den Akten einverleibt.

New York, N. Y. Appell des W. Wagner über die Entscheidung des G. P. in dem Falle desselben vs. des New York D. C. Entscheidung bestätigt.

Hamilton, C. — Mittheilung der L. U. 637 mit der Anfrage einer Beschenkung für Fluthleidende und um finanzielle Unterstützung in einer Gewerksforderung. Da der Board schon $1,000.00 für die Fluthleidenden bewilligt hat, wurden die Anfrage den Akten einverleibt, und die Stiftungsfrage an den G. P. gewiesen.

Anfrage des D. C. Fall River, Mass., der L. U. 1010 Uniontown, Pa., und L. U. 1413 St. John, N. B., Can., um Sanktion und finanzielle Hilfe in einer Gewerksforderung. Sanktion gegeben, finanzielle Hilfe auf später verschoben, je nach dem Berichte in den G. O. eintreffen, nur in dem Falle der L. U. 1413 konnte keine finanzielle Hilfe geleistet werden, da die L. U. noch nicht lange genug besteht.

Hartford, Conn. — Mittheilung der L. U. 43, welche besagt, daß die C. B. Maguire Co. von Providence, R. J., welche von unserer Brüderschaft in Providence und Boston anerkannt ist, verfehlte die Unionregeln bei ihrer Arbeit in Hartford anzuerkennen. Der G. S. wurde beauftragt die D. C. von Providence und Boston zu beauftragen, daß sie diese Firma zwingen einen Vertrag zu machen worin sie sich verpflichten Unionen anzuerkennen wo immer sie arbeiten, und wenn dieses nicht gelingt, so wird es unsere Mitgliedern verboten für diese Firma zu arbeiten.

Montclair, N. J. — Appell der L. U. 429 über die Entscheidung des G. P. in dem Falle Wm. Russel von der L. U. 429 vs. dem D. C. von Long Branch, N. J. Entscheidung bestätigt.

Portchester, N. Y. — Appell des D. C. über die Entscheidung des früheren G. P. in dem Falle des J. A. Strambert vs. des D. C. von Portchester. Entscheidung bestätigt.

West Hoboken, N. J. — Appell der L. U. 299 über die Entscheidung des früheren G. P. in dem Falle des H. Berthoff vs. L. U. 299. Entscheidung bestätigt.

Camden, N. J. — Appell der L. U. 1532 über die Februar 1913 Entscheidung des G. E. B. Entscheidung bestätigt, und wenn L. U. 1532 dieser nicht sogleich nachkommt so wird energisch gegen sie vorgegangen.

McAlester, Okla. — Beschwerde der L. U. 986, daß die Wilburton L. U. 1276 der Entscheidung des Washington G. E. B. noch nicht nachgekommen ist in dem Falle des G. M. Eagle et al. vs. L. U. 1276. Der G. E. B. beauftragte den G. P. diese Lokal Union zu suspendieren wenn sie dieser Entscheidung nicht vor dem 1 Mai 1913 nachkommt.

15 April 1913

Alle anwesend ausser Neale und Potts

Anfrage des D. C. Baltimore, Md., und L. U. 125 Utica, N. Y., um finanzielle Hilfe und Sanktion in einer Gewerksforderung

Sanktion gegeben; finanzielle Hilfe auf später verlegt, je nach dem Berichte in den G. O. eintreffen.

Saranac Lake, N. Y. — Erneuerung der Anfrage um Sanktion und finanzielle Hilfe in einer Gewerksforderung. Diese Anfrage wurde früher verneint, weil die nöthigen zweidrittel Stimmen nicht abgegeben wurden. Eine zweite Wahl wurde abgehalten und ertheilte der Board Sanktion. Finanzielle Unterstützung auf später verschoben je nach dem Berichte in den G. O. eintreffen.

Kenoshe, Wis. — Brüder Haywood und Brown von der L. U. 161 erschienen bezüglich des Appells in dem Falle des Adolf Hinkforth et al. vs. L. U. 161. In sachen der L. U. wurde die Anfrage gestellt, daß der Fall wieder eröffnet werde mit dem Grunde, daß L. U. 161 im rechte handelte als sie die Milwaukee Mitglieder bestrafte weil sie ihre Freikarten nicht einreichten nachdem sie Arbeit erhielten. Anfrage verneint weil nicht genügend Gründe vorhanden sind.

Joliet, Ill. — Bruder McCoy von der L. U. 174 erschien bezüglich der Streikbezahlung. Frühere Entscheidung des G. E. B. verworfen um $146.00 bewilligt.

Der Board bewilligte $100.00 für Stiftungsgelder an die L. U. 41 Nashville, Tenn., welche unter Aufsicht des G. P. verausgabt werden soll.

Zu dieser Zeit wurde die Untersuchung der Bücher der G. B. vorgenommen.

16. April 1913.

Alle anwesend.

New York, N. Y. — Mittheilung des D. C. bezüglich des Smith & Co. Vertrages wurde den Akten einverleibt, ebenso Telegramm des D. C. Boston, Mass., bezüglich des A. S.

Wyoming Valley, Pa. — Mittheilung des D. C., welche besagt, daß die Kontraktor der Builders' Association in Pittston sich geweigert hätten, die neuen Gewerksregeln zu zeichnen und daß 15 Pittston Mitglieder außer Arbeit sind. Der Board bewilligt $60.00 und verlangt einen vollständigen Bericht.

Die Bücheruntersuchung wurde weiter geführt.

17. April 1913.

Alle anwesend.

San Antonio, Tex. — Anfrage der L. U. 14 um Sanktion und finanzielle Hilfe in einer Gewerksforderung. Sanktion gewährt, finanzielle Hilfe auf später verlegt, je nachdem Berichte in den G. O. eintreffen.

Mohawk Valley, N. Y. — Anfrage des D. C. um finanzielle Hilfe für die streikenden Mitglieder der L. U. 1478 Dolgeville, N. Y., wurde verneint weil dieser Streik nicht die Sanktion des G. E. B. erhielt.

Der Board bewilligte $200.00 für Stiftungszwecke an die L. U. 143 Canton, O., welche unter Aufsicht des G. P. verausgabt werden sollen, und $340 für die 85 streikenden Leute der L. U. 1366 Quincy, Ill.

Kennebec Valley, Me. — Bericht des D. C. bezüglich des Streikes in Waterville, Me., wurde den Akten einverleibt.

Chicago, Ill. — Anfrage des D. C. um Sanktion und finanzielle Hilfe in einer Gewerksforderung wurde verneint bis weitere Berichte eintreffen.

Lynn, Mass. — Anfrage der L. U. 1767 um Sanktion in einer Gewerksforderung wurde verneint.

Anfrage der L. U. 498 Brantford, Ont., Can., und L. U. 782 Fond du Lac, Wis., um Sanktion und finanzieller Hilfe in einer Gewerksforderung. Sanktion ertheilt, finanzielle Unterstützung auf später verschoben je nach dem Berichte in den G. O. eintreffen.

Der Board bewilligte $480.00 für ausgeschlossene Mitglieder des Birmingham, Ala., D. C.; $280.00 für streikende Mitglieder des Newport, R. I., D. C. und $64.00 für streikende Mitglieder des Muscatine, Ia., L. U. 1069.

Fortsetzung der Bücheruntersuchung.

18. April 1913.

Berlin, Wis. — Anfrage eines Arbeitsunfähigen Mitgliedes der L. U. 939 um ein Zirkularbrief um Hilfe wurde verneint.

Anfrage des D. C. Manchester, N. H.; der L. U. 1555 Niagara Falls, N. Y.; der L. U. 1775 Shawinigan Falls, Can., und der L. U. 337 Whitesboro, N. Y., um finanzielle Hilfe und Sanktion in einer Gewerksforderung. Im letzteren Falle konnte Sanktion nicht ertheilt werden da die Forderung nicht die Befürwortung des D. C. erhielt. In den anderen Fällen wurde Sanktion ertheilt, finanzielle Unterstützung auf später verschoben, je nach dem Berichte einlaufen.

Oswego, N. Y. — Der Board bewilligte $376.00 für ausgeschlossene Mitglieder der L. U. 747.

New York, N. Y. — Mittheilung des D. C. bezüglich der Smith & Co., wurde den Akten einverleibt.

Die Bücheruntersuchung fortgesetzt.

19. April 1913.

Alle anwesend außer Ogletree.

Die Bücheruntersuchung nahm den ganzen Morgen in Anspruch.

21. April 1913.

Alle anwesend außer Ogletree.

Anfrage des D. C. Rochester, N. Y., und des D. C. Toronto, Ont., Can., um Sanktion und finanzielle Hilfe in einer Gewerksforderung. Sanktion ertheilt, finanzielle Unterstützung auf später verschoben je nach dem Berichte in den G. O. eintreffen. Anfrage des Pittsburgh D. C. wurde verneint und an den G. P. gewiesen.

Columbus, O. — Anfrage der L. U. 200 um Sanktion in einer Gewerksforderung. Sanktion gegeben, finanzielle Hilfe auf später verlegt, je nach dem Berichte in den G. O. eintreffen.

Springfield, Ill. — Bericht des Mitgliedes Potts bezüglich der L. U. 16, wurde den Akten einverleibt.

22. April 1913.

Alle anwesend außer Ogletree.

Bericht der L. U. 1366 bezüglich des Streikes. Der Board bewilligt weitere $320.00.

Anfrage der L. U. 388 Richmond, Va., und L. U. 919 Vancouver, B. C., Can., um Sanktion in einer Gewerksforderung. Sanktion ertheilt; finanzielle Hilfe auf später verschoben, je nach dem Berichte in den G. C. eintreffen.

Mittheilung der Indianapolis Bank, Indianapolis, Ind.; der Manufacturers' National Bank, Troy, N. Y., und der National City Bank, Indianapolis, Ind., bezüglich der Deponierung von Geldern dieser B. B., wurde den Akten einverleibt.

Es wurde entschieden, daß man die $25,000.00 in der National Bank of Baltimore, Md., dem aktiven Konto in der Indiana National Bank zufüge.

Der Bericht des Stifters Byrne bezüglich der Streikvorlage in Poughkeepsie, N. Y., wurde den Akten einverleibt.

New York, N. Y. — Appell des H. Fischer über die Entscheidung des G. P. in dem Falle desselben vs. L. U. 309. Entscheidung bestätigt.

Der Erste G. V. P. Quinn unterbreitete die Resignation des G. P., und da der Zweite G. V. P. der Erste G. V. P. wird, so ernennt der G. P. A. A. Quinn als Zweiter G. V. P. und tritt dieser sein Amt am 1. Mai 1913 an, an welchem Datum die Resignation des G. P. in Kraft tritt. Der G. E. B. bestätigt die Ernennung.

Die Büchernuntersuchung zeigte, daß alle Bücher der G. V. stimmen.

Da keine weitere Geschäfte an Hand waren, so vertagte sich der Board bis zum 14. Juli 1913.

Frank Duffy, Sekretär.

In Chicago sprach dieser Tage Eugene D. Lies, General-Direktor der United Charities jener Stadt, über „Die Armuth einer Stadt." Er sagte u. a.:

Ich wünschte, daß wir die Grenzen der Armuth wüßten, dann würden unsere wohlthätigen Werke weit mehr erzielen, als es gegenwärtig der Fall ist. In England hat man eine Kommission ernannt, die sich drei Jahre mit diesem Problem befaßte, und man kam zu dem Resultat, daß ungefähr 30 Prozent der Armen ohne ihre Schuld in Armuth geriethen, denn sie verdienten nicht genug, um kräftig genug zu leben, um ihre Arbeit zu verrichten. In den Vereinigten Staaten glaubt man zwischen fünf und fünfundzwanzig Prozent dieser Klasse von Armen zu besitzen. Im Jahre 1904 zählte man in den Ver. Staaten 500,000 Personen, welche in Wohlthätigkeitsanstalten untergebracht waren und die Zahl derer, welche privation unterstützt wurden, überragt diese Zahl bei weitem. Infolge von Betriebsunfällen werden etwa 15,000 Frauen jährlich Wittwen und annähernd 45,000 Kinder vaterlos. Weiter streifte er die Lohnverhältnisse und fand dieselben im Durchschnitt viel zu ungünstig. Als Mittel zur Bekämpfung der Armuth nannte er vor allem eine rationelle Armenpflege.

Wie in New York die von Privaten begründete Anstalt für Municipal Research, hat auch die „Hochschule für kommunale und soziale Verwaltung" in Köln den Zweck, Kommunal-Beamte heranzubilden. In Betracht dessen wird diese Anstalt in den Tagen vom 21. Februar bis 1. März ihren ersten Fortbildungskursus für Kommunalbeamte und Sozialbeamte, für Stadtverordnete, für sozial interessierte Männer und Frauen überhaupt veranstalten.

Der erste Kursus wird über „die soziale Fürsorge der kommunalen Verwaltung in Stadt und Land" unterrichten. Referate über die rechtlichen Grundlagen der kommunalen Sozialpolitik, ihre Hauptaufgaben und Hauptschwierigkeiten ihre grundsätzliche Würdigung vom Standpunkte der Arbeitgeber, das Zusammenwirken öffentlicher und privater Faktoren zur Lösung der sozialpolitischen Aufgaben der Gemeinden, die besonderen Aufgaben des Bürgermeisters und Amtmannes bei der sozialen Fürsorge sollen den Grund legen für das Verständnis der praktischen Einzelprobleme, von denen die Wohnungsfrage in Stadt und Land, Jugendfürsorge und Jugendpflege, die Volksbildungsbestrebungen eingehender behandelt werden. Außerdem werden die neuesten Probleme der kommunalen Fürsorge in einem besonderen Vortrage gewürdigt werden.

Goodness and Mercy

I flatly refuse to be grouchy
And much prefer a broad grin,
For God never created evil
And good is greater than sin;
Through trial, gloom and temptation
A cheerful note will I sing
Today I'm not looking for trouble,
Tomorrow enough may bring.

It makes one's environment brighter
To seek the sunshine of life,
To have off the fretting and scolding
For peace is better than strife.
I have never died of starvation
Of that I'm certainly sure,
And for poverty's sore affliction
Never despair of a cure

From groaning and grouching and grieving
Consistently I refrain,
'Tis better than any prescription —
Endure but never complain
Then goodness and mercy shall follow
The man whose face wears a smile,
And crooked, rough roads have a turning
To smooth paths after awhile

MARGARET SCOTT HALL.

Departement Francais

Les membres des métiers du bâtiment dans l'Ouest canadien n'ont pas été bien employés cette saison. Il y a eu une forte diminution de l'emploi en comparison avec l'année dernière. Il y a plus de charpentiers dans cette région que requis et en beaucoup ont été dirigés là sous de fausses représentations.

Montréal, Que., Can.—Le conseil de district de Montréal, au cours de son assemblée, 9 juillet, à procédé à l'élection et à l'installation de ses officiers pour le nouveau terme. C'est le Confrère Arthur Martel, membre du bureau exécutif général, qui présida la cérémonie d'installation des nouveaux officiers. Dans un discours fort goûté de tous, il félicita les nouveaux titulaires, tout en rappelant, à chacun, ses devoirs à l'égard de l'union et des unionistes. Puis, une résolution de reconnaissance fut votée aux officiers sortant de charge, pour les services rendus pendant leur terme d'office.

Le cout de l'existence dans l'Ouest

Le coût exorbitant de l'existence est un fleau terrible qui afflige l'ouvrier de metier, à la present, dans les provinces de l'Ouest canadien. Le confrère Arthur Martel, au cours son voyage là, a fait, sur ce grave sujet, des observations qu'il a consignées dans le rapport suivant:

Prises dans leur generalité, les necessités de la vie, pour une famille de cinq personnes seulement, reviennent actuellement, dans une ville de l'Ouest canadien, aux prix suivants:

	Par semaine.	Par année.
Loyer	$ 8.00	$ 416.00
Eau	.40	20.00
Eclairage	.50	26.00
Chauffrage	2.50	130.00
Articles d'épiceries	5.00	260.00
Pain	1.00	52.00
Viande	4.00	208.00
Lait	.70	36.40
Chaussures	.85	44.20
Habillements	4.00	208.00
Ecole	.30	15.60
Médecin	.75	39.00
Mutualité	.45	23.40
Divers	1.00	52.00
Eglise	.25	13.00
Frais d'outils	.75	39.00
Assurance contre l'incendie	.07	3.64
Contributions à l'union	.25	13.00
Imprévus	2.00	104.00
Total	$32.77	$1,703.24

Moyennes semaines de travail de l'année (pour les charpentiers) 41.

Salaire par semaine, $27.00; dépenses par semaine, $32.77; déficit, $5.77.

Salaire par année, $1,404.00; dépenses par année, $1,703.24; déficit, $299.24.

Les charpentiers de l'Ouest devraient gagner 63 cents par heure vivre selon cet degré.

Les mêmes necessités, pour une famille de huit personnes dans une ville de l'Est canadien, reviennent aux prix suivants:

	Par semaine.	Par année.
Loyer	$ 3.50	$ 182.00
Eau	.21	10.92
Eclairage	.50	26.00
Chauffrage	.95	49.40
Articles d'epiceries	4.00	208.00
Pain	1.68	87.36
Viande	4.00	208.00
Lait	.84	43.68
Chaussures	.85	44.20
Habillements	2.65	137.80
Ecole	.40	20.80
Médecin	.41	21.32
Mutualité	.42	21.84
Divers	.97	50.44
Eglise	.20	10.40
Frais d'outils	.18	9.36

Assurance contre l'incendie	.07	3.64
Contributions à l'union	.20	10.40
Imprévus	1.50	78.00
Total	$23.53	$1,223.56

Salaire par semaine, $22.95; dépenses par semaine, $23.53; déficit, $0.58.

Salaire par année, $1,193.40; dépenses par année, $1,223.56; déficit, $30.16.

Les charpentiers de l'Est devraient gagner 44 cents par heure vivre selon cet degré.

Ces figures montrent nos membres dans l'Est canadien (et dans les Etats-Unis) la situation serieuse et grave de leurs confrères dans l'Ouest. Le coût de l'existence est exorbitant et le travail de toute sorte est rare. Les confrères de l'Est devraient, donc, se tenir éloigné de cette région. Ne fais pas attention aux avertissements dans les journaux, mais demandez votre secrétaire pour information de cette chose.

Cartes de Changements

Un sujet de plainte continuelle parmi nos locales dans certaines places est le défaut des membres de déposer leurs cartes de changements quand on entre une nouvelle localité. Beaucoup de ces hommes quand ils viennent dans une région qui n'est pas bien organisé ou dans un territoire qui paye un petit benefice que dans laquelle ils appartenaient au paravant, ils refusent de déposer leurs cartes même si on les demande. Quelques-uns ils sont aussi chargés qu'ils travaillent de longue heures pour un petit salaire que leurs confrères gagnent dans la même localité. Ils ainsi violent la constitution de la Fraternité Unie outre les principes fondamentaux de l'union ouvrière. L'organization en general souffre parce que les membres ne payent pas leur taxe per capita durant le temps qu'ils retiennent leurs cartes.

Article 102 de notre constitution, avec clarté et force, affirme: "Il est obligatoire pour les membres de se rapporter, et de déposer leur carte de changement au Bureau du Conseil du District ou à l'Union Locale, là où le Conseil du District n'existe pas avant de se chercher de l'ouvrage, en attendant l'assemblée de l'Union Locale et de se conformer à ses lois. Dans aucun cas le S. F. n'acceptera des cotisations d'aucun membre travaillent, dans une autre juridiction et d'aucune autre U. L. ou C. du D. sans le consentement des dites U. L. ou C. D." Il n'y a pas aucune excuse valide negliger de se conformer à cette provision de la constitution. Le membre qui fait ainsi, est certainement non fidéle à son union. Il fait du mal à sa confrères, il les empetre dans leurs efforts personnels, il neglige ses obligations à la Fraternité et sa conduite devrait etre très fort blamé.

Cette coutume de retinant leurs cartes semble d'augmenter beaucoup à la present dans l'Ouest du Canada. Les conditions ouvrières dans cette section ne sont pas bien, le travail est exceptionnelement très rare durant cette saison, et ces actions de membres visiteurs ont rendu la situation très serieuse. Les membres qui voyage devraient se souvenir ce que la constitution leur dit: "Il est obligatoire pour les membres de se rapporter, et de déposer leur carte de changement avant de se chercher de l'ouvrage." C'est grand temps que cet article de nos lois fut proprement obei et respecté.

Immigration et Colonization

L'immigration total au Canada au cours de l'exercice financier 1912-1913 a été de 402,432, contre 354,237 dans l'exercice précédent, l'augmentation étant de quatorze pour cent. Sur le nombre total de personnes entrées dans pays au cours de l'exercice expiré le 31 mars 1913, 236,423 sont arivées par les ports océaniques, contre 221,527 au cours de l'exercice précédent. Il y a aussi eu une augmentation dans le nombre des arivées des Etats-Unis, le total étant 129,009 pour l'exercice expiré le 31 mars 1913, et 133,710 pour l'éxercice precedent. Dans

(Voir la suite à la page 64.)

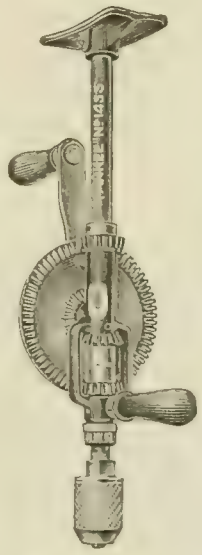
DURKEE, FRANK G., of L. U. 876, Hamilton-Wenham, Mass.

Claims Paid During July, 1913

19773	Robert A. Wilson	16	$200.00
19774	Joseph F. Thaller	76	200.00
19775	Mrs. Alma Miller	90	50.00
19776	Joe Waggoner	197	50.00
19777	James Vojteck	242	200.00
19778	Chas. Peter	309	200.00
19779	Thorvald Mogenstrup	364	200.00
19780	Mrs. Mary Kubler	513	50.00
19781	John Piazza	593	200.00
19782	Alfred Kramme	622	200.00
19783	Harry Walker	622	200.00
19784	Mrs. Sarah J. Ogle	716	50.00
19785	Mrs. Anna Sass	723	50.00
19786	George Fox	884	200.00
19787	Ellsworth Campbell	901	200.00
19788	Mrs. Marie Blais	1021	50.00
19789	Frank Kartlee	8	200.00
19790	Charles Feyen	87	50.00
19791	Harry Hendricks	100	200.00
19792	W. A. Powers	131	200.00
19793	Frank Coffey	561	200.00
19794	Mrs. Ellen C. Pontier	1377	50.00
19795	Mrs. Cornelia DeG. Kelly	31	50.00
19796	Mrs. Anna B. Stoffel	87	50.00
19797	Paul Holzknecht	112	200.00
19798	Thomas Prendergast	210	50.00
19799	Mrs. Katherina Schneider.	500	50.00
19800	Mrs. Sarah Brault	825	50.00
19801	Ramon B. Respeto (dis.)	1422	400.00
19802	Toney Dipasquail	1439	200.00
19803	Mrs. Margaret Cantello	1588	50.00
19804	Andreas Eberle	238	200.00
19805	Patrick Murphy	2	50.00
19806	Adam J. Reukauf	9	200.00
19807	John Roetling	9	200.00
19808	Emil Wilson	22	200.00
19809	Martin Larson	55	200.00
19810	Henry T. Mackey	69	200.00
19811	Mrs. Lucia I. Jones	82	50.00
19812	Mrs. Sarah McKinley	83	50.00
19813	W. E. Massey	103	100.00
19814	Mrs. Amanda Hodges	103	50.00
19815	Robert H. Forney (dis.)	142	400.00
19816	Mrs. F. R. Merrell	198	50.00
19817	John A. Broden	200	200.00
19818	Bernhard Risch	209	200.00
19819	Peter Androwski	242	200.00
19820	Thos. L. Carter	246	200.00
19821	Napoleon Robin	286	200.00
19822	John Burkhart	375	200.00
19823	I. G. Hendrix	523	200.00
19824	Mrs. Maud F. Birmingham	567	50.00
19825	Jones E. Leighton	611	50.00
19826	Jesse L. Bullock	742	50.00
19827	I. D. Botts	742	200.00
19828	Mrs. Marilla Frank	1019	50.00
19829	Ekhardt Hassenpflug	1784	200.00
19830	John F. White	25	200.00
19831	Claude A. Willey	61	200.00
19832	Edward Peters	209	200.00
19833	Oscar Norman	599	200.00
19834	C. A. Bales	759	200.00
19835	Mrs. Sarah E. Davey	792	50.00
19836	John Hibbins	1244	50.00
19837	Ben W. Rose	1617	200.00
19838	Mrs. Emily M. Fox	1617	50.00
19839	Marshall E. T. Graves	10	200.00
19840	D. B. Andrew	132	200.00
19841	John W. Wells	465	200.00
19842	J. C. Bohrer	808	200.00
19843	J. F. Kuelbel	808	50.00
19844	Andrew Keyes	33	200.00
19845	Mrs. Mary Tarnour	58	50.00
19846	Mrs. Lillie Peterson	62	50.00
19847	Mrs. Harriet Jane Walker	211	50.00
19848	Jens Christian West	299	200.00
19849	Wm. J. Kidd	483	200.00
19850	Mrs. Elsie M. Shanks	724	50.00
19851	Rudolph Lange	957	200.00
19852	Conrad Kempf	1053	50.00
19853	August Rossow	1236	100.00
19854	Mrs. Delia C. McCormack	1393	50.00
19855	Michael T. Grace (dis.)	126	400.00
19856	Math. Thiel	198	200.00
19857	J. C. Miller	268	200.00
19858	P. Horace Pomar	864	200.00
19859	Mrs. Odile Bourbonnais	134	50.00
19860	Harry Peterson	1	200.00
19861	K. R. Waters	13	200.00
19862	Mrs. Agnes Ahlquist	51	50.00
19863	Mrs. Rose Coleman	111	50.00
19864	H. C. Albright	171	200.00
19865	Watson McCoy	171	50.00
19866	Mrs. Ina McFeely Sharp	186	50.00
19867	H. H. Larson	470	200.00
19868	Mrs. Eva L. Wilhite	515	50.00
19869	A. G. Carney	605	50.00
19870	Wm. Tucker (dis.)	738	400.00
19871	Joseph Blocher	1024	200.00
19872	Edward Roentgen	1369	50.00
19873	Mrs. Margaret E. Knauer	1704	50.00

19874	Samuel T. Wilson	1912	200.00
19875	Albert Anderson	199	50.00
19876	Geo. F. Ruhaak	5	200.00
19877	Mrs. Hattie M. Anchor	7	50.00
19878	Mrs. Sigrid Minton	13	50.00
19879	Mrs. Alice A. Macneal	29	50.00
19880	Vaclav Triner	54	200.00
19881	Elliott Asgill	69	80.25
19882	John F. Coyne	79	200.00
19883	Hugh H. Crawford	90	200.00
19884	Geo. Gebhart	104	50.00
19885	Frank M. Hart	210	200.00
19886	Frank E. Parrish	374	200.00
19887	Mrs. Annie E. Brooks	388	50.00
19888	Mrs. Lillie M. Denn	514	50.00
19889	Francis Booker (dis.)	1049	200.00
19890	Mrs. Louise E. Chisholm	1113	50.00
19891	Ezra W. Dyer	1550	200.00
19892	Mrs. Ethel Uhrik	1784	50.00
19893	Mrs. Antonina Anop	177	25.00
19894	Mrs. Myrtle May Cook	327	50.00
19895	Wm. J. McDonald	91	200.00
19896	F. L. Smith	322	200.00
19897	Mrs. Mary K. E. Hazzard.	897	50.00
19898	Frank Hahn	169	400.00
19899	John Kraus	215	200.00
19900	H. F. Enders	565	200.00
19901	F. H. Rettenmaier	678	50.00
19902	J. P. Sturey	1089	100.00
19903	Ollie L. Aycock	1202	200.00
19904	John L. Mulvane	1525	100.00
19905	Stephan Suetch (dis.)	1596	400.00
19906	James O. Wickenden	1747	50.00
19907	Wm. McKim	1	200.00
19908	Wm. Hornecker	34	200.00
19909	Mrs. Mary E. Reilly	111	50.00
19910	I. McDonald Croff	138	200.00
19911	Fred Kreutzberger	423	200.00
19912	Rolf Peterson	471	200.00
19913	Mrs. Anna V. Nelson	1	50.00
19914	Mrs. Anna K. Dimmer	10	50.00
19915	Mrs. Carolina Sundblom	58	50.00
19916	Mrs. Margaret E. Moore	103	50.00
19917	Mrs. Sarah Underhill	258	50.00
19918	Mrs. Hulda J. Aronson	418	50.00
19919	Mrs. Elizabeth Tebay	429	50.00
19920	Mrs. Mary B. Olson	457	50.00
19921	John Haus	64	200.00
19922	Mathias Kirch	75	200.00
19923	Wm. Henry Butler	343	200.00
19924	Peter Schei	381	100.00
19925	Mrs. Nellie Beaudette	43	50.00
19926	Mrs. Pearl McTarsney	75	25.00
19927	J. W. Clark	124	200.00
19928	Mrs. Martha R. Erickson	131	50.00
19929	Wm. A. Ingels	131	200.00
19930	Joseph H. Giles	257	200.00
19931	W. G. Scott	276	50.00
19932	Mrs. Alice B. Dwoark	515	50.00
19933	Orville Roberts	625	200.00
19934	A. J. Stankovosky	773	100.00
19935	Mrs. Marie Kuchar	1786	50.00
19936	James M. Maley	2	50.00
19937	Mrs. Virginia M Olvaney	13	50.00
19938	Christian Koch	42	200.00
19939	Mrs. Kate Vincent	64	50.00
19940	F. H. Pyle	166	200.00
19941	Mrs. Anna McDonald	242	50.00
19942	Mrs. Cordelia C. France	345	50.00
19943	Mrs. Margaret M. Schiek	480	50.00
19944	Mrs. Esther Sigel	504	50.00
19945	Mrs. Elenna Broullette	801	50.00
19946	Mrs. Julia S. Grier	819	50.00
19947	Mrs. Pauline O. Nudd	1091	50.00
19948	Wm. Netzela, Jr.	1596	50.00
19949	Jacob F Goebel	61	50.00
19950	Wm. H. Jeffery	151	200.00
19951	Mrs. Marie L. Auguste	178	50.00
19952	Raymond J. Tojo, Jr.	433	200.00
19953	George Mensch	464	200.00
19954	Olaf Olsen	1393	200.00
19955	Henry Hotton	1519	200.00
	Total		$24,430.25

Yankee Tools



Among the new "Yankee" tools which the North Brothers' Mfg. Co. have recently added to their line are the plain breast drill and the plain hand drill shown herewith. The plain breast drill, No. 1455, is a double speed drill with three jaw chuck, the jaws being of tool steel. The large gear is five inches, the small gear one and seven-eighths inches, the gears on spindle one and a quarter inches diameter — all having extra strong cut teeth. The entire length of the drill is sixteen and a half inches and its net weight five and a half pounds.

The plain hand drill, No 1430, is a single-speed drill with three-jaw chuck, to hold round shank drills only up to three-sixteenths inch diameter, inclusive. The large gear is three and one-eighth inches and the small gears on spindle one and three-sixteenths

inches; all have extra strong cut teeth. The wood handle is four inches long, one and one-half inches in diameter and can be detached from frame by milled nut, to use interior of handle as a magazine for drills. The thrust on the spindle is taken by hardened steel bearing in lower end of frame in place of ball bearings and so arranged that any wear can be readily taken up. The entire length of this drill is ten and a half inches and its net weight one and one fourth pounds. The two drills are manufactured by North Bros.' Mfg Co., American street and Lehigh avenue, Philadelphia, Pa.

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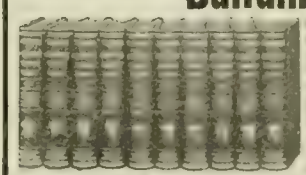

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(Suite de la page 57.)

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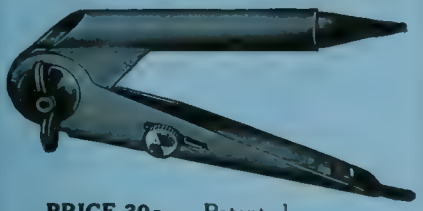

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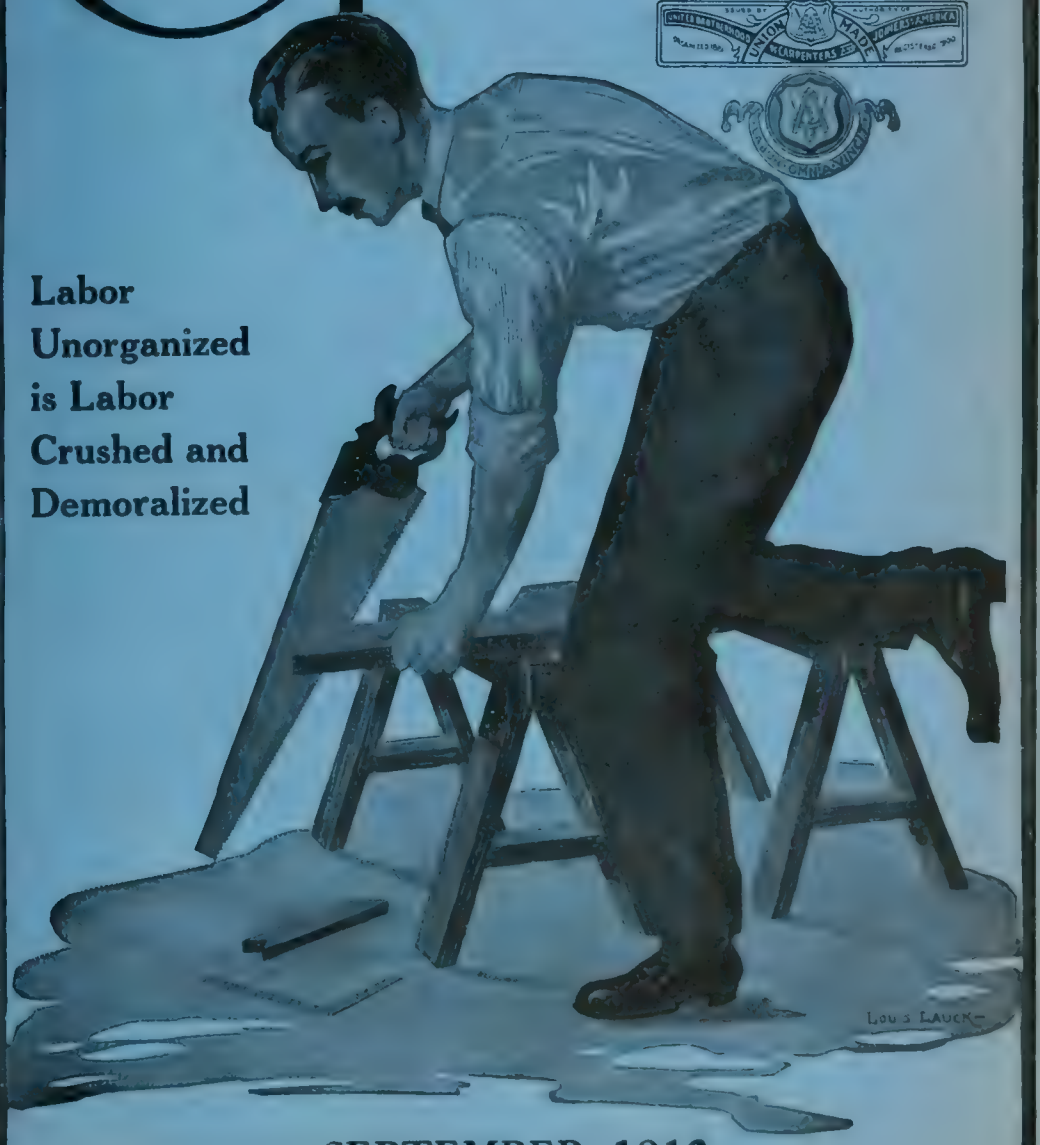

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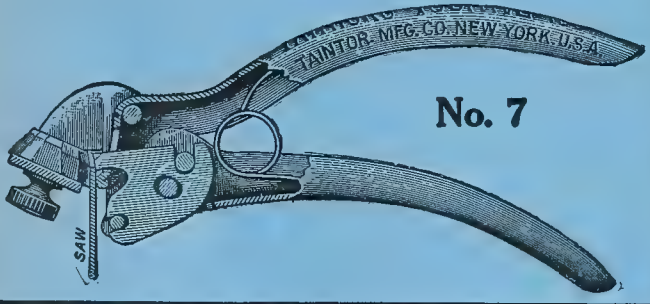

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Entered February 13, 1903, at Indianapolis, Indiana, as second class mail matter, under the Act of Congress of Mar. 3, 1879

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Established in 1881

INDIANAPOLIS, SEPT., 1913

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Hope's Vision

By Margaret Scott Hall

Mankind at home and those in foreign climes
Regard not now their brothers' crying need;
Increasing violence and common crimes
Unblushing graft, monopoly and greed—
All these and more in Mammon's shameless reign
Are to be met and overcome with good,
For men shall learn to loathe ill-gotten gain
Through ministries of love and brotherhood.

When sympathy shall conquer want and sin,
When Capital and Labor's strife is stilled,
When Right and Justice shall the conflict win,
Hope's vision fair will be at last fulfilled;
Through harmony man's selfishness shall cease,
And Love sustain, some time, industrial peace.

TRADE UNION FRATERNAL BENEFITS

(By W. D. Mahon, President, Amalgamated Association of Street and Electric Railway Employes.)

THE divine injunction that thou shalt not let thy right hand know what thy left hand does, is without doubt more nearly carried out in the American trade union movement than in any other organization on the continent, in regard to caring for the sick, burying the dead, or relieving the distress of members.

Not only does the public know little of this great work by the unions, but the union members themselves cannot know of it fully, for up to the present no careful record on the subject has been kept by any of our American organizations. Especially is this true of the amounts paid in sick benefits. With the exception of about two organizations, as the subjoined reports show, none of the general organizations keep accounts of the sick benefits paid by the local unions, to which, in all but two or three organizations, is left the entire charge and burden of this feature of union beneficence.

In January, 1910, in setting out to gather information on this subject, I sent circular letters to all the international and national unions in America asking for the amounts paid by each in death, disability, old age, and sick benefits. Out of one hundred and forty organizations, I received statements from but forty general organizations and two districts of the United Mine Workers. It was my intention at that time to publish the information thus received, but, owing to the great pressure of work in my own organization, I was unable to summarize the facts at that time, and I have been delayed until the present, but I yet feel that they are of such importance that they should be made public, to give to the world some little idea of what the trade unions are doing in the way of fraternal help. The unions are not devoting all their time to the question of hours and wages; they are also doing a great and noble work in relieving the distress of their membership in cases of death, disability, old age, or sickness.

The reports received show that the first payment of death and disability benefits was in 1867 by the locomotive engineers. In 1872 the Brotherhood of Railway Conductors of America began paying the same benefits. In 1875 the Cigarmakers' International Union adopted sick, death, and disability benefits. In 1883 three organizations established benefits of this kind, and various others have since followed the example. The records show that out of the forty organizations reporting, twenty-three have introduced death and disability benefits since 1900. The miners' organization, as such, pays no death and disability benefits, this duty being left to the districts, the two from which I have reports being Illinois and Iowa, which commenced the payment in 1909.

Sick benefits have been paid by various local trade unions for many years, but, as I have said, with the exception of two or three the international unions keep no record of the amount paid, which, therefore, can only be estimated. The reports given below show that during 1910 these forty organizations, with the two districts of miners, paid in death and disability benefits $6,707,988.78. Reports received from various local unions throughout the country show that they pay in sick benefits from $3 to $10 a week. It is a safe estimate that at least two and a half million union members are qualified to receive sick benefits through their unions. If the average amount paid by the molders, $5.20 a week, be accepted as a general average, in the year 1910 the local unions paid in sick benefits at least $5,000,000, giving a grand total in the year of more than

$12,000,000 in sick, death, and disability benefits paid by the trade unions of America.

Since 1910 a number of the organizations reporting have increased their benefits. For instance, the Amalgamated Association of Street and Electric Railway Employes of America, which in 1910 paid a death and disability benefit of $100, has notably increased the rate, now paying from $100 to $800. In 1910, including the sums thus expended by the locals, this organization paid a total of $42,000. In 1912 its payments from the international treasury alone, not considering the amount paid by the locals, were on this account $124,000. Thus, for 1912, estimating carefully, it can safely be concluded that the trade unions of the country paid out in sick, death and disability benefits at least $15,000,000.

The table herewith given shows that from the beginning in 1867 up to 1910, the forty unions reporting had paid out in death and disability benefits alone $91,887,906.25. It is impossible to estimate the amount paid in regular sick benefits, and no record has been kept by the local unions as to the further numerous amounts from time to time donated in case of distress.

(This table gives the payments, first, since the establishment of the organization, and, secondly, during the year 1910.)

Amalgamated Association of Street and Electric Railway Employes of America: Began the payment of death and disability claims in 1896; have since added old age. Originally paid $100 on death or disability of a member; now pay from $100 to $800. Sick benefits regulated and paid by local unions, but from reports sent to general office an estimate is made that to December 31, 1910, there was paid in sick benefits by local unions $290,182 and by the international organization to December 31, 1910, in death and disability benefits, $181,418.10, making a total of $471,600.10

During 1910 the international has paid in death and disability claims, $24,200.00; and the local unions in sick and death benefits $18,000.00.

Amalgamated Association of Iron, Steel, and Tin Workers: Sick benefits regulated and paid by local unions; general organization can give no account of amounts. Death benefits established October 1, 1903; paid to March 31, 1910.$30,450.00

During 1910, $13,005.00.

Amalgamated Glass Workers' International Association: Sick benefits paid by locals; general organization has no account, but all locals pay sick benefits. Death and disability benefits established October 1, 1901, but did not begin until January 1, 1905; paid to December 31, 1910.....$3,725.00

During 1910, $675.00.

Amalgamated Meat Cutters and Butcher Workmen of North America: Sick benefits regulated and paid by local unions; general organization has no account. Death benefits established in 1904; paid to December 31, 1910.....$11,450.00

During 1910, $1,090.00.

International Brotherhood of Maintenance of Way Employes: Sick benefits regulated and paid by local unions; general organization has no record. Death benefits established in 1890, paying at the outset $1,500; since, $2,000; paid to December 31, 1910.....$200,000.00

During 1910, $6,500.

International Brotherhood of Electrical Workers of America: Sick benefits regulated and paid by local unions; organization has no account. Death benefits established in 1891; paid since establishment $100,000.00

Amount expended in 1910 not given.

Brotherhood of Railway Trainmen: Sick benefits regulated and paid by local unions; organization has no record. Death and disability

benefits established September 23, 1883; to December 31, 1910, paid 18,500 claims, amounting to $21,500,000.00
During 1910, 587 claims, amounting to $1,949,800.00.

United Brotherhood of Carpenters and Joiners of America: Sick benefits regulated and paid by local unions; general organization has no account. Death and disability benefits established in 1883; including 1910 the organization had expended $2,514,166.75
During 1910, $252,344.32.

Boot and Shoe Workers' Union: General organization pays all sick, death, and disability benefits. Sick and death benefits established March 1, 1900; disability benefits established November 1, 1906. Including the year 1910, paid in total benefits $748,143.94
During 1910, $70,227.23.

Brotherhood Locomotive Engineers: Sick benefits regulated and paid by local unions. The organization pays death and disability benefits; established December 31, 1867; paid to December 31, 1910 .....$22,922,844.37
During 1910, $1,754,305.25.

National Brotherhood of Operative Potters: Sick benefits regulated and paid by local unions; general organization has no record. Organization established a death insurance plan September 1, 1910, and to January 19, 1911, had paid $1,500.00

Brotherhood of Painters, Decorators, and Paperhangers of America: Sick benefits regulated and paid by local unions; organization has no record. Death and disability benefits established in 1888; paid to December 31, 1910.....$682,793.65
During 1910, $114,025.00.

Bakery and Confectionery Workers' International Union of America: Sick benefits regulated and paid by local unions. Benefits first established as voluntary in 1894; became compulsory in 1908; paid since $65,620.82
During 1910, $13,294.95.

International Association of Bridge and Structural Iron Workers: Sick benefits regulated and paid by local unions; organization has no account. In addition, some local unions pay accident and disability benefits, of which the organization has no record. Funeral benefits established in 1903, but no record of the payments are found earlier than 1905; from 1905 to December 31, 1910, paid 748 death claims, amounting to $748,000.00
During 1910, 120 claims, amounting to $11,200.00.

Brotherhood of Boilermakers and Shipbuilders of America: Sick benefits regulated and paid by local unions; general organization has no record. Death and disability benefits established March 31, 1906; paid, including the year 1910 .....$83,000.00
During 1910, $4,000.

International Union of Cutting Die and Cutter Makers: Sick benefits regulated and paid by local unions; general organization has no record. Death benefit established in 1908; paid, including 1910.....$675.00
During 1910, $375.

Coopers' International Union of North America: Sick benefits regulated and paid by local unions; international organization has no record. Death benefits were established May 1, 1909; paid, including 1910 .....$8,776.50

Cigarmakers' International Union of America: General organization pays sick, death, disability, and out-of-work benefits; paid, including the year 1909.....$8,935,765.51
During 1909, $562,963.92.

Order of Railway Conductors of America: Sick benefits regulated and paid by local unions; general organization has no record. Death and disability benefits estab-

lished in 1872; paid, including 1910 .....$12,752,567.00
During 1910, $204,000.

Brotherhood of Locomotive Firemen and Enginemen: Sick benefits regulated and paid by local unions; general organization has no account. The organization was established in 1875. Paid, in death and disability benefits, to December 31, 1910 .....$13,417,886.21
During 1910, $913,141.24.

Glass Bottle Blowers' Association of the United States and Canada: Sick benefits regulated and paid by local branches; general organization has no record. Death benefits established July 1, 1891; paid to December 31, 1910, 1,200 claims, amounting to $600,000.00
During 1910, $8,478.65.

Hotel and Restaurant Employes' International Alliance and Bartenders' International League of America: During the year ending September, 1910, local unions paid in sick benefits, $67,571.22. Death benefits established in 1903; paid to March 1, 1910.....$154,000.00
Amount of death benefits in 1910, estimated, $2,300.

International Molders' Union of North America: Sick benefits established January 1, 1896, at $5 per week; at present $5.40; thirteen weeks each year; paid, including 1910, $1,870,748.85. Death and disability benefits established in 1880; paid to December, 1910, in death benefits, $691,506.90. In disability benefits, including 1910, $59,650.00. Grand total to December 31, 1910.....$2,621,905.75
During 1910, for sick, death, and disability benefits, $205,660.95.

International Association of Machinists: Sick benefits regulated and paid by local lodges; no reports. Death benefits established in 1897; paid to November 30, 1910 .....$311,189.00
During 1910, $51,278.

International Hodcarriers, Building, and Common Laborers' Union of America: Sick benefits regulated and paid by local unions; no reports. Death benefits established January 7, 1907; paid to December, 1910 .....$14,075.00
Estimated for 1910, $3,069.

International Jewelry Workers' Union of America: Sick and death benefits paid by international organization. Beneficiary features established in 1902. Paid in sick benefits up to June 30, 1910, $2,081.00. In death benefits, $1,350.00. Total in sick and death benefits $3,431.00
Estimated $1,000 for 1910.

International Printing Pressmen's Union: Sick benefits left to local organizations. General organization pays death benefits, established in 1880; paid, the last three years (former records not available) $12,500.00
Estimated for 1910, $4,000.

Journeymen Tailors' Union of America: Sick benefits originally paid by local unions; established by international organization January 1, 1908; paid since that date, $61,941.90. Death benefits established in 1883; paid to December, 1910 .....$22,667.30
During 1910 in death benefits, $10,477.50.

Stove Mounters' International Union: Sick benefits left to locals. Death benefits established in 1902; paid to December, 1910.....$12,300.00
During 1910, $1,600.

United Brotherhood of Leather Workers on Horse Goods: International union pays sick and death benefits; this feature, established in 1896, not put into operation until about 1900; paid in sick benefits, 1901 to December, 1910, $97,003.00. In death benefits, $25,179.00. Total for sick and death benefits $122,182.00
During 1910, in sick and death benefits, $11,713.

District No. 13, United Mine Work-

ers of the State of Iowa: Sick benefits regulated and paid by the local unions. Some locals also pay disability and death benefits, and some pay death benefits for the wives of members. District pays death and disability benefits; also death benefits for wives of members. Death benefits established in 1906; paid, including 1910 .$86,250.23
Of this $10,350 was paid on the death of members' wives.

District No. 12, United Mine Workers of the State of Illinois: Sick benefits regulated and paid by locals. All the 335 local unions in this district pay sick benefits and some pay death and disability benefits, of which the district has no record. The district began paying death and disability benefits April 1, 1909; paid, to April 1, 1910, $239,600.00. From April 1, 1910, to April 1, 1911.....$106,600.00

Switchmen's Union of North America: Sick benefits regulated and paid by local branches; no record made of them. Death and disability benefits established January 10, 1902; paid to December, 1910 .....$1,266,788.75
During 1910, $156,000.

International Piano and Organ Workers' Union of America: Began the payment of sick and death benefits in 1904; also pays benefits on wives of members, established in 1907. From June 1, 1905, to June 1, 1910, paid in sick benefits, $44,335.25. In death benefits for the same period, $20,500.00. From June 1, 1907, to June 1, 1910, paid in death benefits for wives of members, $2,440.00. Total up to December, 1910 .....$67,275.25
Estimated for 1910, $11,200.

Order of Railroad Telegraphers: Sick benefits regulated and paid by locals; order has no way of knowing the amounts. Death and disability benefits established January 1, 1898; paid in death benefits to December, 1910.....$666,581.47
During 1910, $71,090.

Retail Clerks' International Protective Association: General organization pays funeral and sick benefits; total to December 31, 1910 .....$133,902.00
During 1910, $23,025.

Patternmakers' League of North America: General organization pays sick and death benefits; established in 1898; paid to December 31, 1910.....$66,391.95
During 1910, $9,715.25.

Tobacco Workers' International Union: Organization began paying sick and death benefits in 1896; paid in sick benefits, to December 31, 1910, $92,567.00. In death benefits for the same period, $16,800.00. Total for sick and death benefits $108,367.00
Sick and death benefits for 1910, $8,234.00.

International Union of Wood, Wire, and Metal Lathers: Sick benefits paid by local unions; no report to international. Death benefits established in November, 1901; paid to September, 1910.....$35,590.70
During 1910, $4,461.80.

Watch-case Engravers' International Association of America: Sick benefits established in 1907; paid to 1910, $4,365.00. Death benefits established in 1901; paid, to 1910, $16,187.10. Total for sick and death benefits $20,552.10
Estimated for 1910, $7,000.

International Wood Carvers' Association of North America: Sick benefits regulated and paid by local unions. Death benefits established in 1891; paid to January 1, 1910 .....$47,000.00
During 1910, $2,450.00.

Paving Cutters' Union of the United States of America and Canada: Sick benefits regulated by locals. Death benefits established in 1903; paid to December 31, 1910...$9,450.00
During 1910, $3,300.

CHANGING CONDITIONS

(By Robert Burton Bruce.)

FOR at least six years past The Carpenter and its staff of writers have been endeavoring to impress upon the labor world, and the American people in general, the fact that the National Association of Manufacturers was, and is, the most baneful organization to the industrial peace and prosperity of this country which the latter has ever known.

The association has persistently proclaimed that its great aim was to make all labor a competitive element and thus benefit the wage earners of the land, it not mattering to what line their employment ran. Upon this claim it sought general support. This it received from a large number of employers who listened, as did a great portion of the public, to its specious arguments and upon them gave an encouraging approval. Behind its aim, as originally declared, was, however, a far different motive continuously and artfully covered by fine phasings that seemed to indicate high moral and industrial sympathy and sincerity for all working people. In reality, though, the purpose was to make employers monarch and masters over the valuation and employment of labor in general, but especially to destroy the power of labor's unity as a regulator of wage and working conditions.

"It is true," said D. M. Parry, the association's first president, "that the fight against organized labor is, in a measure, a departure from our former conservative policy respecting labor. Heretofore," he further said, "organized labor has had only the individual employer to combat (contend with, should have been said), but its growing power demanded a counter-organization strong enough to resist its encroachments," and he frankly admitted organized labor "owes its present power to the suport of public opinion," an assertion that at this present moment does not seem to have any hope of being said of the Manufacturers' Association.

The great counter-organization is now in existence in the strong National Association of Manufacturers, which Mr. Parry claims is the most powerful of employers' associations; and he tells us that these can "set about, in many ways, the task of pulling up, root and branch, the institution of trades unions." Here is not a revelation, but the uncovering of the true intent and purpose of an association that at its establishment declared it was not opposed to labor organizations but labor boycotts, blacklists and acts of interference with the "personal" liberty of employer and employe. Its motive—its real motive—has, however, grown more apparent until now we see it in its efforts to strengthen, increase and broaden its power and adopt methods and means which it is now known are absolutely beyond all honor and honesty, purity and approval, and among the most violent and outrageous violations of law and order. Notwithstanding its questionable, pernicious and insidious ways, actions and methods have been under cover, though gaining the impetus of power, all of its movements have been known to the guiding forces of organized labor and none have been turned down or passed out of memory—indeed, every page of its black history is not only marked, but is being brought before the American people, who are so amazed that such a body has been permitted in their midst.

Gratification, however, takes a jump and rises almost to supreme enjoyment over the fact that so perfect and complete has been the vigilance of organized labor that every effort of the association has been met by a greater counter-acting force that has not only exposed, but successfully shattered the nefarious work of the association and given proof that its

sole idea was to protect the laborer in his industrial rights and enlarge his opportunities of advancement. So effectually has this endeavor been accomplished that at last the association was forced to realize its motives and its methods and its purpose of destroying the organized unity and government of the laboring masses was fast becoming a certain and signal failure.

In its desperation, born of this realization, the shaken body, nevertheless, dipped its brushes deeper in the pots of black deception, and a specie of accusation, intimidation, coercion and blackmail that falls over our civil, social, moral and political forms smirching them with mixtures of intrigue, conspiracy, bribery and dishonesty. While asserting, in its declarations of principles, that "Fair dealing is the fundamental and basic principle on which relations between employers and employes should rest," and the employers must be free to employ people at wages mutually satisfactory, without interference or dictation on the part of individuals or organizations, not directly parties to such contracts," it violates with the broadest impunity and assumption the very spirit of its own declarations, as (note the case of the Buck Stove and Range Company) it arraigns those who consider themselves free to employ, without the interference or dictation of parties not directly interested, persons at wages and upon terms mutually satisfactory.

Is it not pertinent and consistent to ask, in considering such a spirit, what right the National Association of Manufacturers has to interfere or dictate to employers or employes in matters which are mutually satisfactory to them as parties directly interested and contracting?

At its convention in New Orleans, Mayor Jones of Toledo, Ohio, openly said: "I think this association will make a most serious and grave mistake if it does not deal with the labor question on humanitarian grounds." Nor did his honor hesitate to refer to "the unreasonable, unjust, illegal and outrageous methods of assault upon labor unions," and immediately the association branded him as one of the most dangerous demagogues, a "mushy, milky" politician, "posing as a humanitarian, but cowardly and sycophantic," and it has been stated that the mayor only pointed to a great mirror in the hall wherein the convention was assembled.

"Cowardly and sycophantic!" Well, the association has repeatedly denied that it is opposed to child labor laws, class injunctional processes, the imposition of prison-made goods upon our markets, the relieving of employers from injury and liability enactments, any and all legislation that curtails the freedom of speech and of the press, or the full exercise of industrial and political liberties, and the voting franchises in any direct labor interests. Notwithstanding this seeming concern in labor matters, the laborer in particular, the association has, through Mr. M. M. Mulhall (who asked for more pay and was discharged therefor) been revealed in the hideous form of a political corrupter, briber, buyer, and insinuating and intimidating body in affairs political and industrial, and in manner, ways and means that bring the blush of shame to every citizen of the country. If there is any personal animus in Mulhall's story and expose of the methods of the association, it certainly cannot be, in view of his voluminous and incontrovertable proof of the outrage and unlawful actions and work the body has carried on, a matter in which the public or the Congress should take or care to take any defensive or approving interest. Everything, however, which can or might or may develop further light and bring out the fullness of the colonel's story should not be overlooked.

The pamphlet issued by the association's late president, Mr. Van Cleave, ought to be before the congressional investigating committees, as should also D. M. Parry's correspondence while and since he was president of the association, especially his many letters to and from F. C. Gardner and Schwedtman of St.

Louis, Mo.; C. C. Foster, Hanish and A. C. Rosencranz of Indiana; "Dear Dan" Davenport of Connecticut; C. W. Post of Michigan; W. C. Shepherd, Wilkes-Barre, Pa.; John Kirby of Ohio; J. C. Craig, Denver, Colo., and James T. Hoile of New York. It is possible, if not probable, the investigators will find the association and American Industries have not "placed at the disposal of the Senate and House" all the official and semi-official letters of its former presidents and secretaries. Will the Senate and House please "sit up and take notice?"

"WOMEN AND CHILDREN FIRST"

(By H. B. Moyer.)

N New York and in many places along the British coast the Titanic will always be remembered because of those who never returned; in a certain city with which I am acquainted the Titanic will long be remembered because of the man who did return. Whether this gentleman did right to seize the opportunity of escaping at the eleventh hour in the one of the all too few life boats, while hundreds of women and children remained on the decks of the sinking monster of the sea will always be a much-mooted point in the place to which he returned. Anyway, he is still very much alive and can consequently tolerate a reasonable amount of adverse criticism. The incidents connected with his escape ran something like this:

All of the boats save about two had been loaded with women and children and enough sailors to man the craft, and had pulled away to a point of safety. In the excitement the next boat to be lowered was not filled to capacity, besides carrying insufficient seamen to handle it safely. When the life boat was within a few feet of the water the officer in charge of the launching noticed that the boat was not sufficiently manned and mentioned the fact, whereupon the gentleman in question stepped forward and said, "I'm a yachtsman, sir!"

"Well, if you're a yachtsman you ought to be able to slide down those lines to the boat," was the reply. And the man promptly slid.

Possibly you or I would have done the same thing under the circumstances—and then again perhaps we wouldn't. Anyway, having saved his own life while hundreds of others, including helpless women and children, perished, this man should have been content to rest on his oars. Instead, when his boat was picked up a few hours later by the Carpathia he made it his business to secure a note from one of the rescued Titanic officers which read somewhat as follows:

"This is to certify that the gentleman herein named is a brave man."

Some months later, on a rainy day, a crowd had gathered at a street corner waiting for a car. In the crowd was a man who had looked upon the juice of the grape when it was red, and as soon as the car came in sight this party began to elbow his way rough-shod through the crowd, which by the way was largely composed of women and children.

"Wait a minute there!" somebody yelled to the inebriated one, "women and children first!"

And then like a flash came the retort, "Thash all right—I'm a yachtshman!"

You and I meet people here and there in our travels who talk and act somewhat along the same lines as the party mentioned, and they are not drunk either, unless it is by way of being intoxicated over the success of their efforts to override the rights of those weaker than themselves.

Say "Women and children first!" to the average sweatshop proprietor and quickly enough he'll respond with

"That's all right—I'm a capitalist!" The employer of child labor is too often utterly regardless of the safety of the little ones under his rule. So long as he himself is safely esconced in the financial life boat, his mind is at ease. Too many business men apparently regard the mere fact of their being in business as a warrant for the exercise of practices which under any other circumstances would and should be held absolutely criminal. It is as Goldsmith has said, "Laws grind the poor, and rich men rule the laws." Some employers are fair because they have learned that it pays them to be that way. Others believe like one of Pope's characters, that it is proper to "Get place and wealth, if possible, with grace; if not, by any means get wealth and place."

It is not so much the mere fact of the capitalist having wealth that hurts; the rub comes in the manner by which he usually secures it. Incidentally, Mr. Capitalist with his customary enterprise not only evidently believes in exercising his own rights, but also in expropriating the rights of others. "What's yours is mine, and what's mine is my own!" is his slogan, and in the words of the street, he "gets away with it"—sometimes. The exception being, of course, when Mr. Capitalist deals with organized labor.

The non-union workingman himself is entitled to no sympathy, for if he himself has no regards for his own rights he can hardly expect others to tender them any respect. Unfortunately, though, his timidity is directly detrimental to the interests of the working classes at large. He is one of the chief stumbling blocks in the path of those who would do away with child labor, the sweatshop and kindred evils. He will neither fight himself nor get out of the way of those courageous enough to battle for the rights of the working people. He is simply one of the tools with which capital hews wealth out of the products from labor's hand.

Reverting to our former line of comparisons, it is one thing for Mr. Capitalist to shunt the individual non-unionist aside when it pleases the former to do so, and it is quite another to attempt the same thing with mighty organized labor.

"Out of my way, I'm a capitalist!" shouts the employer, and then begins to shove and crowd. "Women and children first!" quietly replies organized labor; and "Women and children first!" it is—or will be shortly.

Surely deep down in his heart the average man who could join a labor union but doesn't do so must be saying:

I see the right, and I approve it, too,
Condemn the wrong, and yet the wrong pursue.

And what more appropriate words than those of Sir W. Jones to describe the loyal union men:

Men who their duties know,
But know their rights, and, knowing dare maintain.

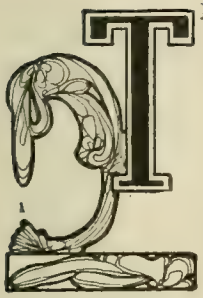
The Feller on the Fence

I like a man of courage and conviction good and strong,
Though his judgment may be hasty and his theories may be wrong;
A man who'll come out boldly and defend with main and might
A thing in controversy if he thinks the thing is right.
I like t' measure words with one who'll parry, guard and thrust,
Defending what he thinks is fair and fighting what's unjust.
He may hold views t' which my mind most stubbornly dissents,
But I'm bound to like him better than the feller "on the fence."
The wishy-washy feller, who, when politics or art
Are subjects of discussion, never cares t' take a part;
The man who, when he's talkin' with his dearest bosom friend
Will not state his opinions lest the statement may offend,
Offends me more by his silence an' by sittin' calm, inert,
Than he would by fightin' back a bit, my views to controvert;
An' it doesn't stand t' reason that a man with common sense
Could feel much admiration for the feller "on the fence." —Exchange.

THE CARPENTER

HINTS TO THE HOMELESS

(By John Upton.)



HIS is an age of home building. A time when we see modest, comfortable and convenient houses being built by people in moderate circumstances. Not because the house can be built at less cost than before, but apparently because many people have decided to build such homes as they are able to build rather than wait for some stroke of fortune which might enable them to erect a larger and finer home.

This is a hopeful sign. The more good, country homes there are scattered about over our land, owned by the people who live in them, the better it will be for the country at large. The man who builds a house for himself and family, practicing economy and industry that he may do so, is quite sure to make a good citizen. In order that it may be all completed and paid for, it may be necessary that some of the luxuries of life be denied, but life does not consist of this entirely—and what can be compared to the satisfaction of knowing that one has a good comfortable place in which the loved ones may be sheltered and in which our declining years may be spent.

Do you remember the home of your boyhood in the country? I am talking to you, my friend, and taking a chance that you were born in the country. If you were born in the country you will never forget the old home. It was just a simple, unpretentious house, set about with big trees with fields rich with the promise of harvest. Can't you close your eyes and see it now with the peonies in the front yard and wild cucumber climbing over the doorway? Every shingle on the old roof is engraved on your memory.

Do you remember in those days father was a wonderful man, and, while your views of life may have broadened, you still love and revere his memory.

Inside that home the table was spread with the red linen table cloth that perhaps the dear, old grandmother made and the same with the big, checked bed spreads. There was the open fire place, where you boys all gathered Christmas time or Thanksgiving and popped corn and cracked nuts around the glowing logs.

But somehow, nowadays, people go through life never owning a home of their own. They have paid in rent many times the price of one and all they have to show for it is a bunch of receipts which wouldn't buy a shingle for a house.

Rent is debt which is never paid. You can pay rent all these days and when old age overtakes you, if you can not pay your landlord will turn you into the street, although you paid him the price of a house every ten years. At $20 per month for ten years you would pay the sum of $3,163.36. Have you ever figured that out?

Surely, somewhere there is at least a small plot of ground which you can buy for a reasonable price, and then, if you are not just ready to build, you can make some use of your land. Sooner or later you can put up some sort of a home, even if it is only a temporary one at first. Suppose you can save a year's rent by living six months in a small building, which is used later for a shop or barn. If you can get the house up and inclosed by cold weather, you can move in, even though only one or two rooms are finished, and surely you and yours can afford to put up with some inconvenience for a few months in order that you may get a home of your own.

One may well practice economy in this struggle—if such it must be—to get a home. I know from actual experience it is not just aristocratic to move into and occupy a house before it is

lathed and plastered or has at least some interior finish; but so far as actual comfort goes, a house at that stage in its construction can be made much more pleasant than the prospect of paying out hard-earned dollars for rent. After a few months or years of slight discomforts, which, by the way, are often less than one finds in a rented house, one has the satisfaction of saying, "It is mine."

THE COMMERCIAL SPIRIT

(By Margaret Scott Hall.)

You've seen the clouds grow heavy and you've seen them pass away,
And you've helped to make the rainbow bless the children of today.

THESE words, quoted from a poem entitled "Three Score Years and —?"—a tribute to Samuel Gompers—seem applicable, not only to the peerless character whom they would honor, but to many other able and loyal representatives of organized labor, who, true to the tenets of brotherhood for long, strenuous years, have championed the cause of the oppressed. In the labor union, each craft must furnish men for fulfilling the mission of leadership, and in every instance that mission involves more or less of heroism. Our labor leaders have been plucky and resourceful under the most trying circumstances in every crisis and emergency. Ably and intelligently advised by experienced and practical minds, the men who compose the rank and file of industrial organization are gaining a clear comprehension of the difficulties and demands of the situation. They realize the necessity of firmness in union principles opposing the commercial spirit with which they must inevitably contend in every business transaction.

As practiced in the present industrial and competitive systems the trades union is the best protection that has yet been found for men whose labor is the only commodity for which they require a market.

The subject is widely studied and the reason for the marvelous advancement made by organized labor is revealed by the strength of union in the fact that education and co-operation (industrially) have done their work well.

The gospel of labor presents some intensely practical ideas for the general public as well as for the working people of this so-called industrial age. Head and heart are equally involved in all of our economic reforms. Religious, moral and intellectual thought keep pace with the progress of the graft-cursed regime of modernism.

Their revision and readjustment to harmonize with changing customs will do much toward controlling the situation and improving conditions for all classes.

The present outlook for unionism is no worse than usual, but, to be reasonable, patient and conservative is not bad counsel to unionism. The industries of the country seem uncertain of their prospects. Apparently they regard with alarm the experiment of "tariff revision," or reform.

Not only in one state does this situation prevail; throughout the whole country organized labor as well as the industries the laborers maintain shows good judgment to sit tight and patiently await developments.

To precipitate strikes and promote ill will rather than be patient and foster friendly business relations would complicate matters for all concerned, and be productive of no good.

The spirit of commercialism over-indulged ever and anon has been a menace to the United States government.

The spirit of commercialism, degenerated into conscienceless graft, threatens the national safety.

Graft has become almost epidemic in all business combinations, and business integrity is in the background. Graft has thoroughly contaminated politics. Municipal affairs in almost, if not every city, have tried to cover up the rottenness of graft until its pollution has eaten like a cancer into the very vitals of political life and its stench stirs up and smells to high heaven! Graft is no respecter of church or state institutions. Because its corruption is not in all cases exposed as a scandal and a disgrace is no sure sign the canker is not at work. Contempt of court is a small matter in comparison with the lawlessness of graft.

In the majority of American cities and towns the commercial spirit rules civic affairs—graft is the rule rather than the exception and the people suffer extortion.

Decency and honesty are shamed by wrangles, exposures and investigations of police departments, legislative lobbying, etc.

Still, through it all, organized labor holds its own and hopes for better things. Labor Day will be the brightest and happiest one yet celebrated.

Then all good luck to organized labor in its struggle with commercialism. May we cheer each other with these lines from Oliver Wendel Holmes:

Be firm! One constant element in luck
Is genuine, solid, old, Teutonic pluck;
See yon tall shaft? it felt the earthquake's thrill,
Clung to its base, and greets the sunshine still

THE CHINESE BUILDING

(By George Cecil.)

THE Chinese builder differs so much from his western brethren that a description of the methods in vogue may interest those whose travels have not taken them as far afield as China. For the Celestial man of bricks and mortar is indeed an extraordinary person—so extraordinary, in fact, that he has no equal.

—Sameness—

It is generally thought that the Chinese builders take a tent as their model, and that sameness of design is, in their eyes, a thing to be encouraged, for (with scarcely an exception) every house is alike. The towns of China have neither domes nor towers to vary the monotony of their buildings. The walls and the roofs are, however, colored, according to the use for which the houses are intended: But for this, a collection of Chinest edifices would be singularly uninteresting. It may be added that the curious, upturned corners of the roofs are almost the only distinctive feature in the local architecture.

—Wooden Supports—

Historians declare that when the country was first invaded by the marauding tribes, who, in the thirteenth century, conquered the heathen Chinee, they pulled down the walls of all the houses, leaving them supported only by the wooden pillars—a form of support which to this day bears the weight of the roof. So impressed were the architects and builders of the period by the appearance of these Tartar-like dwellings, that the innovation was unanimously adopted. And, curiously enough, the methods employed in the houses which have been erected by European merchants and by the various legations have not taught the Chinese the desired lesson. The houses in the Treaty settlements show the latest in western architecture; those which form the adjoining native quarter might have been built six hundred years ago. It must, however, be admitted that John Chinaman allows his fancy to run riot when he is asked to construct a pagoda, for he has the pillars fantastically carved to represent snakes and dragons,

and he expends considerable pains upon the decoration of the roof, the double roof being in particular request. Otherwise, the native architect is a curiously unimaginative creature—and an abnormally conservative one.

—Jerry-Built—

Nor does the Chinese builder build houses which are intended to survive stress of weather. He digs the shallowest of foundations, the materials of which he makes use practically invite decay; and the bricks are so badly burnt that the thin walls often come down with the first gust of wind. But the jerry-builder, so far from incurring the wrath of his employer, thoroughly satisfies the patron, who does not require a house which will last for all time. Provided the wooden pillars which support the roof do not part company with the stone foundations on which they rest, the man who pays the bill is perfectly satisfied. A series of cross pieces connects the supports, the ends of which are often highly decorative. The pillars, which are cut in at the base, are quite plain, except in the case of a palace or some important public building. It should be remembered that to prevent the posts parting company with their foundations, the roof has to be exceptionally heavy, and that it is completely finished before being placed in position.

—One Story—

As the nature of the supports forbids more than one story, every Chinese house has the same top-heavy appearance, while the dampness of the soil easily forces its way through the floors, which are of roughly pounded clay or ill-made bricks. Beyond the entrance is a courtyard, around which are the living-rooms. At the further end of the courtyard is another one, a hall intervening. Then comes the garden, the whole being surrounded by a wall. In spite, however, of its prison-like appearance, the house, or at least the front courtyard is open to anyone who chances to pass through the front door—which is never closed in the daytime. According to the extraordinary code of ethics ruling in this strange country, a Chinaman who keeps the door shut must necessarily be ashamed of what goes on within his house. The courtyard is used as a reception room, and the master of the house takes great pride in embellishing it by means of earthen vases and numerous examples of local pottery in which are planted gaily colored flowers. The above description applies to the house of a well-to-do person—the lower orders live in mud huts.

—Embellished Cornices—

The rich Chinaman has a passion for wood carving, and he often spends large sums in acquiring good specimens—with which to embellish the cornices of the rooms. The doors, too, are decorated in this manner, and if the wealthy "Chinee" has secured a particularly fine example of the carver's skill, he is the envy of his visitors. Tiles are also to his taste—and nothing delights him more than to have successfully vied with his neighbors in securing exceptionally gorgeous examples. For the rest, he hangs his walls with pictures by native artists and fills the room with native-made furniture of quaint design and workmanship.

—Decorated Entrance—

The very rich mandarin's house—or, rather, collection of houses which is inclosed within the wall—usually has two stone figures of animals at the chief entrance. The gateway, which is exceptionally high, is hung with scrolls on which the dignitary's titles are displayed, and the first court is paved. There are three halls, each of which faces south, and from these branch off a number of rooms. Within the inclosure are several houses in which the mandarin's retainers live. The garden is almost as large as the park of an English country house, and contains one or two temples, a lake,

and a hall in which guests are entertained. At the extreme end of the garden are the stables—in which as many as forty steeds are to be found. The rooms in a residence of this description are gorgeously furnished and decorated, and the sum spent on erecting the palace and its various annexes is often a very large one.

—A "Foo"—

The houses all over the Chinese empire do not differ much from those which have been described. Whether the builder is engaged in building a "Foo," as the palaces are called, or a tradesman's villa, he invariably uses the poorest possible materials.

LABOR DAY PROCLAMATION

(By Governor Ralston of Indiana.)

"By an act of the legislature of Indiana the first Monday in September is designated as Labor Day. This is as it should be. It is difficult indeed to employ extreme language in a eulogy on labor. Two indispensable factors underlie the world's material progress. The first of these is labor; the second is property. The former is as superior to the latter as the animate is to the inanimate. But they both have rights that must be respected.

"Without labor this would have remained an uncivilized country. In truth, in the absence of labor this people would never have risen to the dignity of a nation, but would have become a roaming, forest-inhabiting race, uncouth and cruel, living on the food of the forest and the sea.

"The imagination cannot conceive a government like the one we enjoy, with manual labor eliminated. But the brawny arm, that wrought so dexterously in reclaiming this land of ours from the wilds of nature, should with equal efficiency join in preserving through law and order the government here constructed. Eliminate law and order from society and it will be as impossible to maintain this republic as it would have been to construct it originally without the aid of labor.

"Civilization is the crowning jewel of the world's achievements. The best there is in man of brain and heart and muscle is put to the test to save it and make its fruit sweeter and better.

"That those who labor may the better equip themselves for their work and as citizens, through social intercourse and the exchange of ideas, and have brought to their attention in the most forceful manner possible the high regard in which they are held by society. Labor Day has been set apart as a day of rest and pleasure and counsel—a day for the suspension of all kinds of business as far as practicable, because of the people's love and respect for labor.

"This should not be a day of lost opportunities. In the labor world, as in the commercial or financial world, it is quite natural and, in fact, indispensable that there should be leaders; but men who would lead wisely must counsel wisely.

"On the plate upon the stone at the head of the grave of Samual Adams, in Boston, are these words: 'He was a leader of men and a patriot.' Those familiar with his career know he was a successful leader of men, because he was first a patriot. The dominant note in his life was the welfare of all the people. He was wise enough to know it was impossible to build a republic that would weather the vicissitudes of time, unless it was bottomed upon the principle that all men should stand upon an equality before the law. He wanted a union—an indissoluble union—but he knew he could not have it if it did not leave the individual free to follow his own initiative, subject always, of course, to the superior rights of the public. This is the kind of leadership our country needs today, and no class of our citizens should

be able to furnish a better example in it than our laboring people. Their heart, like the heart of the masses, is right.

"Now, therefore, in conformity to law and in keeping with a beautiful custom, I, Samuel M. Ralston, as Governor of Indiana, hereby declare and proclaim Monday, September 1, 1913, as Labor Day, and I most earnestly recommend that on this day all business, so far as practicable, be suspended, the flag displayed and a friendly word spoken on all hands in honor of those on whom the material progress of our State and Nation depends, and by whose citizenly conduct the bonds of society are strengthened."

A STATEMENT ON THE IMMIGRATION PROBLEM

(By Daniel J. Keefe, former Commissioner-General of Immigration.)

The present immigration law has but little effect in reducing or checking the great influx of aliens. In fact, it scarcely excludes any except those who are afflicted with serious mental or physical defects. Indeed, if it were not for the few debarred on these grounds, and the occasional contract laborer, anarchist, criminal or immoral person turned back, the effect of the law would be almost negligible. Notwithstanding the mandatory provisions of the law, it has been difficult in the past to deport even when the aliens are mentally or physically defective. It has become customary for friends or philanthropic societies to appeal in behalf of rejected aliens, and in taking such appeals little or no consideration is given to the merits of the cases, the desire being in any event to land the alien. The endeavors of all parties concerned are frequently directed toward persuading the department that the boards of special inquiry (composed in each instance of three experienced immigrant inspectors, who personally examine and observe the aliens and their witnesses) and the public health surgeons (doctors of training and experience, whose only interest, of course, is to perform their duty) are mistaken in their conclusions, and in the event of their failure to have aliens landed, writs of habeas corpus are sought in an effort to have the courts set aside the decision of the administrative officers.

During the fiscal year ended June 30, 1912, 1,033,212 aliens applied for admission, of whom only 1.4 per cent. were excluded for all causes. Present indications are that for the fiscal year ending June 30, 1913, there will be approximately 1,375,000 applicants for admission and that the percentage of exclusions will not exceed that of the previous year. This great influx, composed chiefly of unskilled laborers, undoubtedly is due largely to the activities of ticket agents and others who solicit and induce aliens to migrate.

Notwithstanding the small percentage of rejections, there are those who constantly criticise the immigration service on every conceivable ground, even to the extent of asserting that the law is being so enforced as to reduce the labor supply at a time when there is a great demand for labor, especially in connection with agricultural pursuits. Much of this criticism is not honest; such as is honest is usually based upon ignorance of the law and conditions. Thus, those who say that the farm labor supply is being interfered with seem to assume that immigrants from southern and eastern Europe go on the farms, whereas practically none of them do, although they may have been farm laborers in their native countries. As a matter of fact, over 80 per cent. of the immigrants of today come from southern and eastern Europe or western Asia, and very few of these have any intention of performing or could be induced to perform farm work in the United States; and in the main, dependence must be had upon the 18 or 20 per cent. from northern or western Europe for the farmers' labor supply so far as it can be expected to come from over seas. What the bulk of these aliens do is either to enter unskilled city occupations, or en-

gage in common labor in manufacturing, mining or construction work. As a matter of fact, our immigration is poorly assorted in the industrial sense, and unquestionably is having a disastrous effect on American unskilled labor.

It being obvious that the existing law is not sufficient to meet the serious situation, from an economic point of view, growing out of the fact that about 80 per cent. of our immigration is composed of aliens belonging to races not of the same stock as the original settlers or the voluntary immigration previous to twenty-five years ago, it would seem to be incumbent upon Congress to adopt an immigration measure that will be sufficient.

The Burnett-Dillingham bill, passed by the last session of Congress, but vetoed by President Taft, was an excellent measure, not only in the improvements it would have effected in the administrative features of the law, but because it contained the illiteracy test, a provision that would have gone a long way toward reducing the economically undesirable portion of our immigration.

Although I was in favor of the illiteracy test (and undertook to endorse it in my last annual report), I am not at all sure it goes far enough in restricting immigration of the class against which it is especially directed At any rate, I am clearly of the opinion that the restriction of immigration of the physically, mentally and morally unsound should be made more thorough, as has been repeatedly suggested in my annual reports. The physical standard for male aliens who are to do manual labor should be raised to approximate that enforced by the army and navy in securing recruits. It should also be possible for the United States authorities to exercise a wide discretion with regard to the admission or rejection of large numbers of aliens, who for reasons existing at the time of application or in the locality where the aliens propose to go, would be an undesirable addition to the population on economic grounds.

However, in my opinion, the best suggestion that has yet been made regarding the further restriction of immigration is that recently proposed as a substitute for the illiteracy test; although I can see no reason why the illiteracy test should not be placed in the law simultaneously with it. The suggestion in question is that the number of aliens of any nationality, exclusive of temporary visitors, admitted to the United States in any fiscal year, should be required by law not to exceed 10 per cent. of the number of persons of such nationality resident in the United States at the time the next preceding census was taken, but the minimum number of any nationality admissible in any fiscal year should be not less than 5,000. It is not contemplated that this provision should apply to Canada, Newfoundland, Mexico or Cuba. Nationality under this plan would be determined by country of birth, and colonies and dependencies would be regarded as separate countries. If there had been admitted from any particular country its yearly quota, all aliens of that nationality thereafter applying would be rejected unless it could be shown that they were returning from a temporary visit, or were coming to join near relatives, or were members of clearly defined professional or business classes.

Analysis of the statistics of foreign population given in the last census and a comparison of the figures representing 10 per cent, respectively, of the various nationalities concerned with immigration statistics showing average annual migration for the ten years 1903 to 1912, inclusive, indicates some very interesting results that would flow from the adoption of this suggestion, and it is apparent that in the main the reduction in immigration that would be accomplished would be constituted of reductions from countries of southern and eastern Europe and western Asia. Thus, under this plan, 134,312 Italians could come annually, while the average number per year during the past decade has been 207,152; from Austria-Hungary, 167,058 could come, against an annual average for the past decade of

214,782; from Greece, 10,123, against 20,118; from Turkey in Europe, 3,223, against 10,832. On the other hand, 250,133 natives of Germany would be entitled to come annually, while the average annual immigration of such people for the past decade has been only 33,139. Denmark could send 18,165, compared with 6,971 that have been coming, and the United Kingdom would be allowed a maximum of 267,383, against 95,626.

After four and a half years' connection with the immigration service I feel that, while somewhat more could be accomplished toward keeping out the undesirables if more money and more inspectors and doctors were available, no very considerable increase in rejections can be expected unless and until the law is materially improved and strengthened.

I have been interested and somewhat amused to observe in the public press statements asserting or predicting that since the immigration service has been placed under the new Department of Labor the law will be much more rigidly enforced than heretofore—suggestions which usually carry an imputation of unfairness. The truth of the matter is, that the maximum percentage of rejections possible under existing law is so small that no matter what the desires of administrative officers might be, it is not possible materially to increase rejections. My term of service has covered three months of the new administration. I feel perfectly sure that the Secretary of Labor will administer the immigration law in a thorough and fair manner, and will wherever proper temper justice with mercy. In this connection it is interesting to note that the figures for the several months last past show that the percentage of rejections is lower than that shown for the same months of the previous year.

The immigration service is thoroughly and efficiently organized and its employes quite generally are of a very high grade and will compare favorably with those in any other branch of the government service, notwithstanding they are charged with the performance of very difficult duties which involve the handling of human beings and the application of concrete cases, often of a very complicated nature, of the various provisions of the laws on immigration. It has indeed been a great pleasure to me to be associated as commissioner-general with an organization of such excellence, the personnel of which I have learned to respect and honor for their sterling qualities.

TRADE UNIONISM

(By Sim A. Bramlette, President Kansas State Federation of Labor.)

In this commercial age of organization of capital and mad rush for the acquirement of vast fortunes, the organization of the working class is an absolute necessity for self-preservation, and is the only means and hope for the laboring class and the securing for the members of labor unions the fruits of their labor, thus enabling them to maintain themselves, families and homes properly.

The effect of organized labor upon legitimate capital doing business upon normal conservative and sound basis is wholesome and beneficial. Organized labor in a laboring community is the life and vitality of the community. When organized labor prospers the business interests thrive; when organized labor suffers reverses and becomes disorganized business generally does likewise.

The man who works, who produces something for the common good is of all men the first in value to society; he is the king of industry, the prince of finance, the preserver of government. Surely he has a legal and moral right to belong to and organize labor unions.

Since capital is thoroughly organized, labor can only successfully maintain its right by and through organization of the workers. The effect of labor unions is well known; through them labor main-

tains its dignity and its worth and secures a more favorable recognition at the hands of the employer; hence, we have labor unions, because through them a better and more satisfactory understanding can be had between capital and labor.

Trade unionism is the philosophy of human justice in the world of industry, its creed is the golden rule, and its doctrines finds millions of adherents because it begins with elementary principles by pointing the way to a material solution of differences.

Wherever the wheels of industry are in motion, there the beneficent influence of trade unionism is an important factor. It enfolds the masses of toil oblivious to disparities of creed or color, sexes or nationalities; its ideal is the brotherhood of man, toward which it attains by the betterment of society as a whole. Because its methods strike most directly at the evils of our time, it is the greatest force in our political and industrial structure of today.

The philosophy of trade unionism is disseminated most effectively through the educational campaign so untiringly waged through the labor press, and its march is onward and forward by the irresistible force of enlightened conscience.

This noble philosophy has, through its unswerving purpose, permanently established its boundaries, and it cannot and will not be appropriated to any party or platform. The doctrines that have given a newer and brighter outlook of life to the millions of toilers will not be distorted by ambitious seekers of self-glorification.

The men of labor will assert their might at the polls just as soon as they realize that the responsibility for honest, efficient administration rests not with parties but on men. Then they will elect men who will recognize their responsibility to their conscience and to society.

Labor organization make for good citizenship in many ways. It develops the social instinct of the worker; it widens the circle of his sympathy; it enlarges his intellectual horizon, compelling his attention first to problems affecting his own trade; then those which affect labor in general, and so on to those in which the interest of the whole community is involved. It stimulates self-respect and independence in the worker. It is the staunch shield between him and industrial slavery, and is the most powerful guarantee of the development of the highest type of citizenship.

Without organized labor and with capital organized as it is, the condition of the worker would soon degenerate into industrial slavery. It would have become the inevitable consequence of competition. Industrial slavery means a debasement of the people and national decline. Let labor be thoroughly organized, then let wages and conditions of labor be fixed by means of collective bargaining between representatives of the two interests, in the same manner as business between two governments is adjusted by their diplomatic agents.

Capital organizes, and labor for its own protection must also organize. Every man has a right to the result of his own labor, and this right must be defended by all that is sound in industrial economy. The labor issue involves the whole scheme of competition, which in turn includes self-interest and selfishness. The combination of labor is an expedient pending the time when the whole industrial system will be established along the lines of the golden rule.

The purpose of the union is protection to wages, the promotion of education touching industrial rights, facilitation of the apprenticeship, equalization of industry and a means by which may be established co-operation between capital and labor. Anything short of this purpose imperils unionism and creates antagonism. It must fight alike against the political demagogue and industrial boss.

In the realm of labor three parties are involved: the man who belongs to the union, the man who does not for reasons of his own, and the scab. For the scab no one has respect. For the non-union man there is a hope, that by reasoning

with him he may be convinced he should for his own good belong to the union. Those who do the world's work today owe the improved conditions under which they labor to organized labor. Organized labor has secured everything so far gained from capital for a living wage by this formidable array of organized strength. Men and women workers, both union and non-union, enjoy alike the fruits of this organized power. The man or woman who must labor that they may live, who does not possess the badge of a decent living, "a union card," is fit only to be the slave of corporate greed. They who will calmly accept the union scale and refuse to belong to or help support labor unions should be ostracized by all self-respecting people. Let every worker organize and become an independent, self-respecting member of a trade union.

American Labor

Our people are heavily taxed through the tariff in order—so we are told—to guarantee high wages to American labor. Yet we find that the woolen mills of Lawrence are filled with Russians, Syrians, Germans, Armenians, English, Belgians, Irish, Poles, Portuguese, Austrians and Scots. Some of these may be technically American citizens, but many of them are not—many of them were undoubtedly brought in to work at low wages. W. Jett Lauck, writing in the North American Review, says that it has been the deliberate policy of the mill owners to mix up the races so as to prevent concerted action on the part of the employes. So much for protecting American labor.

As to wages, we are told of a skilled weaver who makes from $10 to $12 a week when the mills are running—and, of course, nothing when they are idle. The unskilled laborer gets only $7 a week. The employes say that the average wage is $6, while the employers say that it is $9 a week. Either is bad enough. With such remuneration as this it is, of course, impossible for the working people to maintain decent living conditions. Cramped as are the quarters in which the workers live, they are compelled to take in lodgers, and many families are dependent in part on the earnings of mother and children. Charity is their only resource in case of sickness or accident. Such is the "American standard of living" in this outrageously protected industry.

President Wood, of the American Woolen Company, one of the men most active in the advocacy of the present wool schedule, says:

"While manufacturers under normal conditions would be glad to see all their employes earn more money, the Massachusetts mills are paying all they can afford to pay in the present situation. The mills are still suffering from a long period of extreme depression due to the tariff agitation at Washington."

There it is—the same old story. The Woods fill their mills with foreigners, force through high tariffs to "protect American labor" and to maintain "the American standard of living," pay wages on which a self-respecting man cannot live, and then attribute the shameful conditions to the effort of the people to free themselves from the cruel exactions imposed for the benefit of the woolen aristocracy of New England. Surely the people must at last be beginning to realize what a wicked humbug it all is. Conditions as they exist in the steel and woolen mills surely demonstrate that the Carnegies and the Woods get most of the protection. Mr. Palmer says that "it is generally understood that the new Wood mill, one of the largest in the country, has paid for itself, equipment and all, in the two years since it was completed." If protection does not do any more to raise wages than it does in Lawrence it is not of much account to the laboring man. The unprotected bricklayers and carpenters do much better than a weaver who gets $12 a week—while the mills are running. There is no reason why the American people should tax themselves to maintain such an "American standard of living" as prevails at Lawrence.—Indianapolis News.

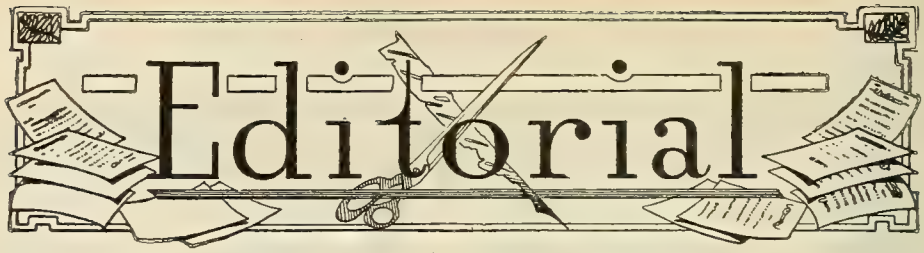
O Little Mother of Mine

By Walter H. Brown

Sometimes in the hush of the evening hour,
When the shadows creep from the west,
I think of the twilight songs you sang
And the boy you lulled to rest;
The wee little boy with the tousled head,
That long, long ago was thine;
I wonder if sometimes you long for that boy,
O little mother of mine.

And now he has come to man's estate,
Grown stalwart in body and strong,

And you'd hardly know that he was the lad
Whom you lulled with your slumber song.
The years have altered the form and the life,
But his heart is unchanged by time,
And still he is only the boy as of old,
O little mother of mine.



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Labor Day

With the first of this month, another Labor Day has come and gone. It is fitting that the organized workers of this land should have such a holiday on which to demonstrate to the world their solidarity and their fraternal feelings toward each other and to give expression to their hopes and aspirations for those of their own class and for the good of all. The American labor movement, despite mistakes committed, despite errors that follow in the path of all human organizations, has much to be proud of on a day such as this. It has been the force that has elevated the position and condition of the worker in this country and has kept him above the degradation that would inevitably have been his lot had he endeavored to confront industrial problems single-handed and alone, in deadly competition with his fellows rather than in friendly co-operation.

The worthy part it has played in our nation's history and the good services it has done are gratefully acknowledged by men of wide experience, who have not allowed their vision to be blinded by prejudice or self-interest, and who have come of their own volition to place the laurel wreath on organized labor's brow. Professor Commons of Wisconsin University, the newly appointed member of the national industrial commission, tells us that "the union is the greatest of existing forces in what is called Americanization." Dr. Kerby, professor of sociology in the Catholic university, Washington, says: "Organized labor stands for a definite ethical judgment of human life, of the family, and of society." And he adds: "Had American laboring men not created their unions they would have shown the spirit of slaves, and they would have merited the fate of a slave." Frank P. Sargent, former commissioner of immigration, says of the American labor movement that, "its history has been one of grand achievement; its efforts have been directed along the line of justice and moderation; it conclusively proves what can be accomplished by intelligent leadership and where the sacredness of a contract is respected."

To these encomiums could be added myriads of others testifying to the good work which organized labor has so well done.

In America today organized labor stands vindicated before the world. It sees the practices of its enemies, practices against which it strove for years, brought clearly into the light of day and exposed to the wondering eyes of a hitherto unsuspecting public. The mem-

bers of our movement should meet this day of triumph and vindication in the same spirit of prudent restraint and moderation with which they have met the opposition, and the struggles of the present and the past, and, unbending in adherence to the principles of the legitimate labor movement, should push onward to other Labor Days and to greater triumphs. In this way will they justify the confidence that has been expressed in them and properly fulfill their mission.

Good Homes for our People a Vital Problem

The State of Massachusetts, along with the other progressive steps it has taken in the past few years for the betterment of the working classes, and in furtherance of the common good, in 1911 created a homestead commission to investigate "the need of providing homesteads for the people of the commonwealth and to recommend to the legislature of the State "such legislation as in its judgment will tend to increase the supply of wholesome homes for the people." The report of this commission, in accordance with the provisions of the act creating it, was submitted to the Massachusetts legislature in January of this year. With the legislative remedies which the commission recommends—the establishment of local planning boards, and the further extension of its own powers—it is not our present purpose to deal. It will suffice to review some of the facts which the commission brings forth and particularly emphasizes as to housing conditions in that State and the deductions it draws therefrom in order to show the people of other commonwealths the necessity of creating commissions of like character to endeavor to remedy conditions such as exist in Massachusetts or to take steps to prevent their being introduced. And it can be said with a great deal of truth that these conditions can be found duplicated in a greater or less degree in almost every State in the union, at least in those States which contain cities of any great magnitude.

In the course of its report the commission makes a statement in this regard, bearing on matters within its own State, but which can well be applied to others, that "the cities themselves seem to be unaware of the deplorable conditions in which many of their inhabitants live. It would be too great a reproach to say that they do know, but do nothing."

As early as 1891, Massachusetts had made an effort to check this evil of overcrowding and poor housing. An exhaustive investigation was made at that time, known as the "tenement house census," which resulted in some gratifying reforms. It was shown in that investigation that at that time in Boston only 18,476 tenant families, comprising 82,716 persons, had bath rooms, while 53,189 families, numbering 228,680 persons had none; that families to the number of 17,834, comprising 73,144 persons, had no outside yard space, and that thousands of families were living in most insanitary quarters. Of those who died in Boston the year before this census, 3,347, or 33 out of every hundred, were under five years of age, excessive infant mortality being one of the worst resultants of inadequate housing.

In 1904 a commission appointed by Mayor P. A. Collins reported that "In 5,232 houses inspected there were 101,378 persons, in 27,504 tenements, comprising 105,576 rooms, on 20,634 floors." Of these houses 11.91 per cent. were overcrowded, 6.01 per cent. contained dark halls and 20.11 per cent. had defective drainage; 3,446, or 3.26 per cent. of the rooms inspected were in basements, and 1,032, or 29.95 per cent. of these were occupied. The housing committee of the "Boston, 1915" movement made a careful examination of parts of Boston, and, in a study of four typical blocks in the North and West Ends, after detailing prevailing insanitary conditions, gives the following report as to overcrowding in rooms in the unwholesome houses:

Extreme overcrowding is shown when the average persons per room for each apartment

is stated. On the fourth block, 26 per cent. of the persons live in apartments with two or more persons per room, counting all rooms but bathrooms, closets and halls; on the third block 38 per cent. of the persons live in apartments with two to 2.9 persons per room, and on each North End block nearly 53 per cent. On the third block, one family of seven lives in two rooms and one of six in a single room behind a store. On the North End blocks, twelve families of 101 persons live in apartments with three to 3.9 persons per room; one family of eight and another of ten live in two rooms each.

In the bedrooms conditions are still worse. The immigration commission, in its recent investigation, found an average of 232 persons per hundred sleeping rooms in the immigrant districts of the seven large cities studied. Including kitchens, and even a bathroom, used as bedrooms—as perhaps the commission did not do—we found on the fourth block 209 persons per hundred bedrooms; on the third block, 236; on the first block, 241, and on the second block, 261, or 29 more than the average in the seven cities on the five blocks together, we found 2,126 persons in 891 bedrooms, an average of 239 per hundred bedrooms.

Kitchens are frequently used as bedrooms, this report states, and bedrooms are occupied day and night by two sets of sleepers on each block.

In one three-room apartment on the top floor of 24 Stillman street one room is occupied by three men, the one bed in the other bedroom by a young man during the day, and by two young women at night, and in the kitchen a woman sleeps during the day and the mother and two children at night.

Much can wisely be said against even three persons sleeping in a large room. But we found on each block from four to seven persons sleeping in small rooms, often in smaller rooms than the tenement house law permits.

And in Boston, where these conditions exist, where 27 per cent. of the deaths are those of children under five years of age and where there can be found an average of 25.7 persons per acre, nearly half the land is unoccupied. The report of the assessing department in 1910 shows 7,625 acres occupied, 7,368.2 acres vacant and 2,021.2 acres as marsh and flat lands. Of this the report says:

Those 7,368.2 acres of vacant land within Boston's boundaries would accommodate about 300,000 persons (about five times the number now herded in unfit tenements) in single family houses with considerable space about them. The proportion of vacant territory is much larger in most of the cities of the State. Why is all this land idle when people suffer because of the lack of it?

And it adds:

For the safety and progress of the commonwealth every family should be housed in a wholesome home. The countless, indecent, disease-breeding habitations menace the stability of the government. The existence of spots where ninety-four out of each thousand children under five years of age die annually is a reproach to the intelligence and conscience of the community. For the "protection and preservation" of its citizens and of itself the State should see that these places are purified.

In some of the smaller communities of the State conditions were found to be as bad if not worse than in Boston as was evidenced by the high infant mortality. For, as Dr. Mewsholme declared in 1901, "a high infant mortality may rightly be regarded as indicating unfavorable sanitary or social conditions."

These facts, which the homestead commission of Massachusetts have brought forth, should be taken to heart by other commonwealths, and an intelligent and conscientious effort made to cure these evils and to produce healthy homes for our people—healthy physically and healthy morally. No reform of the social organism can be complete which does not provide for such homes. The enlightened attitude of Massachusetts and the prompt efforts it has made to solve this problem are most encouraging. It is to be hoped that her example will find many imitators.

First Timber Sale in Eastern National Forests

The United States has made its first timber sale on the newly purchased Appalachian forests, and the voucher that established the fact has been an object of interest in the hands of the officials of the Department of Agriculture who have had occasion to handle it.

The voucher itself does not show what the character of the sale was, but inquiry has drawn forth the information that the material disposed of was seven dollars' worth of logs, bought by a Georgia farmer to use in building a barn. This apparently insignificant transaction

is regarded as a foretaste of the future when the government will be taking in a tidy revenue from the forest lands which it is now buying in the East.

These lands are being bought primarily to protect navigation. Congress held, in providing for their purchase, that the constitution prohibits the government from buying lands for these eastern forests except at the headwaters of navigable rivers, and for the purpose of regulating stream flow and preventing the silting up of the channels of commerce. Yet the production of timber will also be made one of the objects of applied forestry as the government will practice it on these areas. The latest purchase, made last February, was of 75,000 acres in North and South Carolina and Geogia, on the headwaters of the Savannah river, and brought up the total which has been bought to 400,000 acres. Of this, 320,000 acres are in the southern Appalachians, and 80,000 in the White mountains.

Not all of the land is well timbered now, for the government in many cases cannot afford to pay the value of land and heavy timber together. Consequently most of the land acquired has been culled or cut over, or else is sold to the government with the reservation by the owner of the right to cut and remove the timber under methods prescribed by the forest service. Nevertheless, sales of material will doubtless be made from time to time, and will increase in number and value as improved forests grow on these areas, under the stimulus of proper forest management and protection from fire.

Experience and Advice

What we need as much as anything else to make our trade-union movement progressive in a practical way is common sense—plain every-day common sense.

If our watch gets out of order we don't carry it to a horse doctor, or consult a flying machine operator when we feel sick.

When the boss pattern maker or boss machinist comes into the foundry loaded up with theory to tell the foreman how the cupola should be charged they are generally given a vigorous invitation to run their own department to suit themselves and keep their nose out of the foundry, where they have no practical experience.

Running a foundry and carrying on a trade-union are much the same in this respect, that they both require practical methods applied by practical men to be successful. Just as there may be machinists or pattern makers who believe that they know how a casting should be made better than the molder himself, so there are men who are not trade-unionists, who have never had practical experience, who believe that their mission on earth is to map out policies and methods for the trade-unions which would be far superior to those which the trade-unions have worked out as the result of years of practical experience.

The opinions of any intelligent man on any subject are worthy of consideration, yet we do not consult the horse doctor about our watch or the aviator about a stomach ache, neither do we place too much reliance upon the man without practical experience in the trade-union movement, who advises us to discard the methods which years of practical experience have led us to adopt for the theories which he advocates.—International Molders' Journal.

Doors of Daring

The mountains that enfold the vale
With walls of granite, steep and high,
Invite the fearless foe to scale
Their stairway toward the sky.

The restless, deep, dividing sea,
That flows and foams from shore to shore,
Calls to its sunburned chivalry,
"Push out, set sail, explore!"

And all the bars at which we fret,
That seem to prison and control,
Are but the doors of daring, set
Ajar before the soul.

Say not "Too poor," but freely give.
Sigh not "Too weak," but boldly try.
You never can begin to live
Unless you dare to die

—Henry Van Dyke.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Report of First General Vice-President Hutcheson for Quarter Ending June 30, 1913

Indianapolis, Ind., July 11, 1913.

Mr. James Kirby, General President,
United Brotherhood of Carpenters and
Joiners of America—Greeting:

I herewith submit to you my report for the quarter ending June 30, 1913:

In the early part of April, while still acting as Second General Vice-President, I was called to Grand Rapids, where the members of Local 335 were having trouble in establishing the eight-hour day. After taking the matter up with the individual contractors we were able to establish an eight-hour day on the majority of the jobs then in progress.

I also visited Saginaw in regard to the formation of a State Council, the call of which was sent out by the D. C. of Grand Rapids, and was responded to by the majority of the locals. The first meeting of this State Council will convene in Lansing, July 16, 1913.

I returned to Grand Rapids and took up the work of bettering the conditions of the outside members of our organization, but had only got a fair start when I was notified to come to the General Office and take up the work of the First General Vice-President.

On assuming the duties of this office, I at once took up the matter of getting and compiling the information pertaining to the working conditions of the shops, mills and factories in the different localities. In doing this I wrote all Local Unions, District Councils and State Councils, sending them a schedule of inquiries as to the working conditions of the mills in their district, hours, wages, etc., which are being returned and from which I am compiling a list of the mills and their conditions.

I have had submitted to me, examined, made corrections and additions to and approved, proposed new by-laws and trade rules or amendments and additions to the old by-laws; of one hundred and eight Local Unions, fifteen District Councils and two State Councils requesting a printed copy from each on their having them reprinted as revised, amended or drafted and approved by this office, and have received said latest copy from eleven locals and two of the District Councils. The requests for these printed copies from locals that have not been responded to are held open thirty days, and if the copy is not received by that time the matter is taken up further.

I have had requests for the granting or issuance of the union label from twenty-four different districts of the Brotherhood, ten of which have been complied with. They are as follows:

One rubber mill stamp, No. 2, to the district of Denver, Colo.

One R. S. No. 2 and one electrotype No. 1 to La Crosse, Wis.

Two R. S., Nos. 1 and 2, to the district of Fort Dodge, Iowa.

One R. S. No. 1 to the district of Terre Haute, Ind.

Two R. S., Nos. 17 and 18, to the district of Lake county, Indiana.

Two steel die cuts to the district of Cincinnati, Ohio, Nos. 1 and 2.

One electrotype and one steel die cut, Nos. 1 and 2, to Minneapolis, Minn.

Three hundred and thirty-four transfer labels to the district of Toronto, Ont., Canada.

Five hundred transfer labels to the district of St. Paul, Minn.

One thousand transfer labels to the district of Duluth, Minn.

The remainder of the requests are being held open until we ascertain certain information, or until conditions in the district will permit of the use of the label.

Inasmuch as we get no applications for the label from several of the districts that have been granted the use of same, I am under the impression that they are issuing the label themselves (no doubt getting their authority from Section 223 of the constitution), but as Section 34 of the General Constitution states that the First General Vice-President shall have charge and issue the union label, I shall take this matter up at once to the end that I may have a record of all labels

used, and will insist that all union labels be issued through this office, so that we may have a complete record of the mills using same.

In submitting this, my first quarterly report as First General Vice-President, I wish to extend to you and the members of the General Executive Board and our entire membership my best wishes for the future success and prosperity of our organization. Fraternally yours,

WM. L. HUTCHESON,
First General Vice-President.

Report of Second General Vice-President Quinn for Quarter Ending June 30, 1913

Camden, N. J., July 14, 1913.

Mr. James Kirby, General President, U. B. of C. and J. of A.:

Dear Sir and Brother—I herewith submit to you my report for the quarter ending June 30, 1913:

In submitting to you my report for the quarter ending June 30, I desire to say that the referendum vote of the members of the United Brotherhood decided, among other things, that the First General Vice-President should be located at the General Office. In compliance with this decision I arrive in Indianapolis on April 9 to take up the work assigned to me by the General Constitution. Upon my arrival I found that the General Executive Board was in session and from the time of my arrival until the 22d, upon which date the Board adjourned, I took part in its deliberations. In addition to attending to the sessions of the G. E. B., I also attended to the work of examining and approving and disapproving the laws of Locals Unions and District Councils, of which I found a large number awaiting me upon my arrival at the office.

In fulfilling the duties of my office I found very early that my eyes were not equal to the strain imposed upon them. I, at first, thought the strain was more or less temporary, and that in a few days it would pass away. Unfortunately, however, I was doomed to disappointment, and under the advice of a physician I tendered you my resignation as First General Vice-President, to take effect May 1. Words cannot rightfully express how deeply I regretted the necessity of my taking this step; but I was moved by what I considered to be for the best interests of the United Brotherhood. Upon my resignation being accepted you deemed me the honor to appoint me to the office of Second General Vice-President to fill the vacancy made through the fact of Brother Hutcheson succeeding me as First General Vice-President.

I remained at the General Office, attending to my duties until the 29th, and I am pleased to say that all laws that came before me, up to and including that date, were either approved or disapproved and all applications for labels attended to.

In compliance with your instructions, I left Indianapolis on the evening of the 29th and proceeded to Jackson, Mich., where I attended an open meeting of No. 651 of that city. The meeting was preceded by a supper, both being presided over by the Rev. Mr. Smith, pastor of the Congregational Church, who is also a member of the local. The wives, daughters and friends of the members were present in large numbers, which fact contributed largely to make the affair successful.

After leaving Jackson I proceeded to Jersey City, and from there to Perth Amboy, arriving in the latter city on May 3. On the 5th I visited Wildwood, N. J., to attend the convention of the State Building Trades Council of New Jersey. Brother Spencer, secretary of the Building Trades Department of the American Federation of Labor, and Brother Commeford of the Engineers, were among those present. The convention remained in session two days, during which time several measures were enacted with the object of bringing about more harmonious action among the trades engaged in the building industry.

After leaving Wildwood I proceeded to Newark, where I attended the meeting

of the District Council on the 8th. On the 10th I attended a meeting of the Executive Board of the New Jersey State Council of the United Brotherhood, held in Jersey City on that date.

On the 12th, in compliance with your instructions, I proceeded to Camden, N. J., to enforce the decision of the General Executive Board relative to the collecting of the assessments of three members of No. 1532, and I am pleased to say that I succeeded in my mission.

I have remained in the Camden district for the balance of the quarter, visiting at different intervals the following places:

I visited the District Council of Bergen county at Hackensack on May 22 and Local 1443 of Englewood on the 23d. These visits were in compliance with your instructions to visit these places and to report the merits of the dispute existing between the D. C. and Local 1443. I submitted my report to you, also my recommendations, relative to the differences that existed.

On the 26th I visited Trenton and attended a meeting of No. 31 of that city.

On the 29th I attended a mass meeting of our members of the Philadelphia district, called for the purpose of taking action on a proposition pertaining to an increase in wage submitted to the union by the responsible employers of Philadelphia. The meeting was one of the largest and most orderly that I ever had the pleasure of attending. It was a business meeting in every sense; the men gathered in large numbers to hear the reports of their agents, and so well pleased were they with such reports and recommendations that the propositions submitted and recommended by the business agents and other speakers were adopted by a vote of 1,249 in favor of to 71 against. The vote would have been much larger had it been possible for all to gain admission to the hall, but as it was the hall was taxed to its capacity. In addition to the business agents, the meeting was addressed by Brother Allen, president of the D. C.; Brother John McDonald, secretary of the D. C.; Brother Post, member of the General Executive Board; Brothers M. McDermott and L. Parviss. It is my opinion that, if the present harmonious conditions continue to exist between the members and their officials and representatives, we will have in Philadelphia one of the most perfect organizations in the United Brotherhood; an organization that, through its solidarity, will be able to accomplish results for its members.

I visited New York on June 7 in connection with the books of No. 482. In my report of that date I made known what had been done in regard to this matter.

On the 20th I visited Paterson to attend the annual convention of the New Jersey State Council. The reports showed the council to be in good shape and our organization throughout the State to be in a flourishing condition. After reviewing the work accomplished during the past year and arranging for the work to be done in the future, the convention adjourned on the 21st.

During my stay in the Camden district I have visited all the surrounding towns, and I find that our organization is in a most unsatisfactory shape. I have under way a plan of reorganization in which I hope to be able to do some permanent good in this district. I hope that, by the time I submit my next report, I shall be able to state that we have at least doubled our membership in Camden and vicinity.

With best wishes, I am,

Fraternally yours,

ARTHUR A. QUINN,

Second General Vice-President.

Building Trades Resolution

Frank Duffy, General Secretary, United Brotherhood of Carpenters and Joiners of America:

Dear Sir and Brother—Pursuant to ininstructions of the Executive Council, I beg leave to transmit to you copy of a resolution adopted by the Executive Council for the better government of trade disputes in future. The same fol-

lows and will be found self-explanatory:

"Whereas, Trade disputes in most every instance involve the building trades in turmoil and strikes to the detriment of their members and friendly employers, and

"Whereas, It is and has been the policy of this department since its inception to settle all trade disputes through arbitration and mutual conference; therefore, be it

"Resolved, That all Building Trades Councils affiliated with this department be instructed that they must not become involved in any trade dispute by declaring strikes or withdrawing men from any work on account of said trade disputes, and that all such disputes must be settled by the application of Section 35 of the constitution of this department; and be it further

"Resolved, That all affiliated international unions be instructed to notify their respective local unions that they must insist on the said law being enforced in all trades disputes, thereby eliminating the unnecessary delay and injury to the building industry caused by such trade disputes; and be it further

"Resolved, That all friendly employers be notified of this law and that it shall apply to all trade disputes."

You will please consider this communication as official notification of the action taken. Respectfully submitted,

WM. SPENCER,
Secretary-Treasurer, B. T. D.

August 8, 1913.

Annual Convention of the National Society for the Promotion of Industrial Education

The seventh annual convention of the National Society for the Promotion of Industrial Education will be held in the city of Grand Rapids October 19-25 inclusive.

The convention will open on Sunday, October 19, with a series of meetings in the churches of Grand Rapids, which will be addressed by persons having special interest in and knowledge of the problems for the practical training of workers. There will be a series of meetings during the week culminating in the regular program of the society.

On Wednesday and Thursday, October 22 and 23, the National Committee on Vocational Guidance, which holds a joint meeting with the National Society, will hold its annual session. Following this, there will be one session of the convention on the afternoon of October 23, which will be devoted to a discussion as to the steps that need to be taken in Michigan in the promotion of the work.

The annual entertainment night will occur on the evening of the 23d, followed by a two days' session, a portion of which will consist of a joint meeting between the National Society and the Chamber of Commerce of the United States. President Redfield of the society, who is Secretary of Commerce, Governor Ferris of Michigan, Harry A. Wheeler, president of the Chamber of Commerce of the United States, President Van Hise of the University of Wisconsin and Dr. John Dewey will appear on the program.

C. A. Prosser is secretary of the society, whose headquarters are at 105 East Twenty-second street, New York City.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.	Kewanee, Ill.
Ashland, Ky.	Klamath Falls, Ore.
Atlantic City, N. J.	Louisville, Ky.
Aurora, Ill.	Milwaukee, Wis.
Battle Creek, Mich.	Mowbridge, S. D.
Chicago, Ill.	Mt. Vernon, N. Y.
Clarksville, Tenn.	New Bedford, Mass.
Cleveland, O.	New Orleans, La.
Dayton, O.	Birmingham, Ala.
Detroit, Mich.	Blackwell, Okla.
Dubuque, Ia.	Boise, Idaho.
Escanaba, Mich.	Buffalo, N. Y.
Evansville, Ind.	Central City, Ky.
Fort Meyers, Fla.	New York City.
Fresno, Cal.	Niagara Falls, N. Y.
Greeley, Colo.	Norfolk, Va.
Hot Springs, Ark.	North Yakima, Wash.
Huntington, L. I., N. Y.	Omaha, Neb.
Hutchinson, Kas.	Pittsfield, Mass.
Kankakee, Ill.	San Antonio, Tex.
Kenosha, Wis.	San Francisco, Cal.

Santa Cruz, Cal.	The Dalles, Ore.
Saskatoon, Sask., Can.	Tri-Cities—Davenport,
Sioux City, Ia.	Ia.; Rock Island
South Omaha, Neb.	and Moline, Ill.
Springfield, Mass.	Washington, D. C.
Syracuse, N. Y.	Watsonville, Cal.
Tampa, Fla.	Wichita Falls, Tex.

Local Unions Chartered Last Month

Logan, W. Va.	Greenwood, S. C.
Galveston, Tex.	Central Valley, N. Y.
Victoria, Tex.	Detroit, Mich.
Hampton, Iowa.	Stockton, Cal.
Ellenville, N. Y.	Oakland, Cal.
Hoquiam, Wash.	San Francisco, Cal.
Quakertown, Pa.	San Francisco, Cal.
Anasco, Porto Rico.	Woodstock, Ont., Can.

Total, 16 Local Unions.

Rejection of Candidates

John Miller of St. Louis, Mo., applied for admission to L. U. 257, of that place, and was rejected three times.

W. C. Sauer applied for admission to L. U. 213, of Houston, Texas, and was rejected three times.

Charles Seppone of San Francisco, Cal., applied for admission to L. U. 483, of that city, and was rejected three times.

Expulsion

John Manning was expelled from L. U. 51, of New York City, for violating Section 194 of the General Constitution by making false statements in regard to his loss in the Ohio floods, thus deceiving and defrauding the members of the L. U. 51.

Responsibility of a Member

Some recent court procedure, while aimed at the very existence of the trade unions, will nevertheless be productive of good if it impresses on the individual member his responsibility for the acts of the union irrespective as to whether he was or was not present at the meeting at which certain action may have been taken. The stay-at-home element is the greatest drag to trade union effort. The trade union is the most important society with which the wage earner is affiliated. It is his bread-and-butter organization. Under our present wage system it fixes the conditions under which he works and the money return for his labor. Nothing can be more important to the toiler from an existence standpoint than the wage and conditions under which he labors, for these directly affect the enjoyment of life and the pursuit of happiness.

Radicalism, used in its worst and destructive sense, means the ruination of the trade unions and the consequent and sure deterioration in conditions which have been established by trade union effort under the trade union system. It may be, and possibly will be that the disintegration of the trade unions will be a cause of additional social unrest, but it is also asserted that with this additional social unrest will then depart the most effective weapon for the satisfaction of its legitimate aims.

The hypercritical member of the trade union, the smug and contented member, the member with the idea that he is socially superior to his environments and his fellows, the self-centered member, in brief, the short-sighted and unwise member who absents himself from the meeting of his trade union, is directly and surely aiding the disciples of that brand of radicalism to which we refer and which finds its best exponent in the Industrial Workers of the World, to achieve their masked desires.

Remember that you are responsible for your union and its welfare. You can not shirk that responsibility. The union is what you and your colleagues make it. It can and should be a powerful engine for justice for the wage earner. The wage earner's future is in his own hands—he must work out his own destiny. He has an instrument ready at hand in his trade union for his elevation to a higher and better sphere. He must use that instrument with care and discretion.

Do your duty to yourself and those dependent upon you.

Attend meetings of your union.

Typographical Journal.

Correspondence

Promise For the Future

Editor The Carpenter:

In looking over The Carpenter for July I was much pleased with the address by William B. Wilson, secretary of the department of labor. No doubt but this same address has appeared in all the daily and weekly papers. Somehow it slipped by without having attracted me. It shows quite clearly that labor has at last got some one of real ability in the cabinet, one who can think and think clearly.

I noticed he said, "As I see it, the average thinking man who contemplates for a moment the difficulties under which labor has carried forward its tasks in the past would concede the truth of the general statement that every man is entitled to the full social equivalent of what he produces." He draws an illustration of the locomotive as a social tool and enumerates the many sources of labor represented in it, from the raw material to the finished tool and how hard it would be to determine just what value should be set on any of its component parts. This most certainly shows that the masses are moving and the leaders are thinkers of some way out.

Further back, I see that Brother Groh of San Diego, Cal., states some facts and figures that seem to be very interesting, for instance, it requires thirty-five days' labor to produce an automobile that sells for eight hundred or a thousand dollars. The manufacturer must have known what the cost of the raw material was that he put into it and the cost of the wear and tear of the machinery and whatever other expenses there were.

Here at Harvard University in Cambridge, they have instruments so fine that they can weigh the planets in space and measure their size and the distance to them. It may be just possible in the near future to determine just what the social unit value of the labor in any given commodity might be.

We should all help.

Fraternally yours,

E. R. RIDEOUT,
President, L. U. 1410.

Cambridge, Mass.

Where are the Label Boosters?

Editor The Carpenter:

We haven't heard for a long time from the union label writers. What is the matter? Did they get tired of the inconsistency of our good union card men, still defiantly and persistently purchasing scab and prison-made goods, in spite of what their presiding officer read to all newly initiated candidates at almost every meeting of their L. U.? Or has some good brother that wears only the garb and products of the scab intimidated these brave, humane writers into silence because such a brother did not want to hear anything more about the union label, coercing these writers, as the attempt was made to coerce the present writer, because he took the opportunity in his Local Union, No. 495, to tell for two consecutive meetings what good the delegates to the convention at Des Moines had done by their action relative to the label, when he was told by a member that charges would be brought against him if he did not cease "disrupting the union" by his talk?

Not long ago I met the brother that had said this to me walking out of the Anheuser-Busch Brewing Company, where he was handling their U. B. labelled bar fixtures and brewery boxes and repairing the same. Thus the U. B. label was under his eye at every turn, but we don't know if he has donned the apparel or uses the product whereon is

applied the stamp of true fraternal friendship that some day will eradicate the jealousy from the minds of many thousands of our inconsistent brother members affiliated with the 1,900 locals of the U. B. And may we hope to hear that the delegates to the next convention of the Brotherhood will enact a new section in the general constitution under the heading of "Rules for Local Unions," in connection with the "Order of Business," for the guidance of the L. U. presiding officer, empowering the latter to appoint an assistant conductor, who may question and examine any or all members as to their personal standing in compliance with the first of our Principles, which can be found in the inside cover of first page of the general constitution.

I wish a little more space to cite some encouraging signs of progress to our seemingly tired brother label boosters to show them that their intelligent writings, boosting the union label, have not been lost. On the contrary, much good has come from their earnest and educative advice, as the following will explain in part:

In one of our last letters, published in The Carpenter, we mentioned what others were doing in boosting our U. B. label, especially the officers of the American Federation of Labor. We were not then aware that these officers had instructed all their general organizers to assist the carpenters, wherever possible, to organize their new jurisdictions taken over by the amalgamation of the Amalgated Wood Workers, and to advocate the U. B. label while assisting those engaged in the wood working industry.

Our General Secretary, Frank Duffy, sent out an official letter to all Local unions and District Councils last January, notifying them of the action of the last convention claiming jurisdiction over all the wood machine work, especially the wooden box industry.

A few of the silent workers of our U. B. took up this work, and, while the work of organizing this latter branch is progressing slowly, the other trade unions have been busy boosting our label in this field wherever the opportunity presented itself for them to do so. Organizer John D. Subbick of the A. F. of L. for the wood workers' district, with headquarters at Minneapolis, Minn., assisted the carpenters of that district to get a resolution before the bar, hotel and restaurant employers requesting their endorsement of all bar fixtures, ice boxes, milk, soda, mineral and brewery boxes and other wooden supplies to bear the U. B. label, which said resolution was carried unanimously at the national convention in Denver, Colo., June 9 to 13. On June 15 Organizer Subbick got the carpenters' representatives before the Northwest blue label conference board of cigarmakers to speak on the cigar box bearing the label of the U. B.. After this body of cigarmakers received the satisfactory information, they immediately endorsed the U. B. label, to be used on all cigar boxes by their members. Next the Minnesota State Federation of Labor endorsed the label of the carpenters on all office, store, bank and bar fixtures; also resolutions endorsing it on all boxes passed, and the casket makers presented a resolution requesting the State Federation of Labor of Minnesota to endorse the U. B. label on caskets and burial cases which likewise carried.

Before the advent of wood working machinery that made carpenter work easy to thousands of carpenters in our U. B. ranks today, the coffin was made at the carpenter bench, and now that there are so many young men and men in the prime of life who prefer the carpenter work for their living, our leaders and officers have to reach out and lay hold of every stick of wood to keep our members at work. The next boost our label got was from the trade unionists of Wisconsin State Federation of Labor; and still another body of delegates, representing local unions of the printers' union, at their national convention, Nashville, Tenn., went on record demanding the U. B. label to be applied on all wood type and printer's cabinets and files.

Fraternally yours,
D. J. FARLEY, L. U. 1544.

As to Per Capita Tax, Etc.

Editor The Carpenter:

I read with interest Brother H. H. Derleth's inquiry regarding the calling of a quarterly assessment and the reply of General Secretary Duffy. From what I can learn, quite a large number of members felt the same as Brother Derleth does on the first call, as many of them had forgotten that it was passed at the convention and afterward adopted, as Brother Duffy says, by referendum vote. Another case of promising or giving consent to do a certain thing, but when the time comes don't like to take the medicine.

There are very few of us who can understand why it should take so much money to run the General Office account. But we should all agree that when the majority elects certain officers we should abide by the selection and do all we can to help them, believing them to be economic, executive, and diplomatic—and when they prove otherwise vote them out of office and elect men who will serve us properly.

One item of expense that Brother Duffy refers to is "strikes and lockouts." No doubt that is a heavy drain on the expense side, but let us hope that the day is not far distant when strikes, etc., will be no more and men get together and adjust matters satisfactory to both parties.

Secretary Duffy also speaks of organizers, which, we know, is an expense, and an expense that, in a great measure, unions themselves are responsible for. We have heard an organizer state that many times he is sent for by a local and on arriving there found it had not attempted to settle the matter itself, nor did it give him a hand when he started to settle it. Again, he stated he has been called to a place where there was a grievance and found the union had done nothing toward adjusting the matter, nor did it help him. Therefore, if we, as local members, were more active in our duties, we could make the work of organizers much less and they could cover a larger district, and, of course, that would mean less organizers and less expense, and we also must remember organizers have to show results or they are not wanted. But we must not forget we want organizers, not agitators.

I was also very much interested in the article by Brother Harry D. Mooney of No. 67. There may be as good business agents as Mr. J. M. Devine, but I do not think they are in the majority. What we need is for all of them to be as aggressive as he. Again, that new feature Brother Mooney states No. 67 has started is a good one and every local should adopt the plan.

After reading Brother Mooney's article I am of the opinion if I stopped at Roxbury, Mass., to look for a job the first thing I would do would be to look up the business agent or the local and pay for a quarterly card or present my transfer before looking for work.

If every local was active and living up to its obligation, that would be the first action of every visiting carpenter or other mechanic, and, being aggressive, the visitor would see by the union labels on goods displayed by merchants in town that he was in a union town and he had better get busy. Fraternally yours,

T. H. M. TOWNSEND,
R. S., L. U. 1743.

Wildwood, N. J.

Philanthropy's Alarms

Editor The Carpenter:

The article on "Privately Supported Philanthropy," by T. F. Kearney, in a recent issue of The Carpenter, brings to mind that we point with pride to our charitable institutions, prisons, insane hospitals, etc. But do we view with alarm the causes that promote their growth or consider that they are supported by taxes so perfunctorily paid that the word charity is seldom held in connection by the heart?

Real charity is where we share by denial. What's everybody's business the politician makes his and puts it to his good use—and why not if you are indifferent to your opportunity? It's business and his increase.

We have 17 per cent. decrease in stock and cattle and 30 per cent. increase in population and wonder at the increased cost of living, while paying two prices for pasteboard carton and its colored label. And we bite, either for health or to gratify the eye, luxuries become necessities and we pay for health and happiness. Why shouldn't we slip one over on the doctor?

Wages can never grow beyond a certain point, but the mind for right use of same is almost infinite in variation. The soul of man is a racial rock, but 'till it is topped by individual force, its attractive powers are small.

It is when we captain the soul that it becomes a power for our highest good, and that is when we eliminate causes that induce poverty of spirit.

Man is more than an animal. He fills his stomach three times daily (we hope), but mental pabulum must be administered constantly or he suffers real starvation as he decreases his earning capacity. Charity is but the first step; capacity for changing conditions is the capstone. H. S. LEVALLEY.

An Ad That Had Effect

Editor The Carpenter:

I enclose one of my advertisements for 1912 that ran in our local paper and created quite a little comment. Of course, it was meant to draw friendly sympathy toward the "lowly" carpenter—and it did—but at the same time it drew the vials of wrath from the blind enemies of our local, 1222. If you can, make use of it, and oblige,

Fraternally yours,

J. F. HUTCHINS.

Holley, N. Y.

—Announcement—

Carpenter.

Your village carpenter is the acrobatic star performer in industrial vaudeville. After everybody else has failed to "fix it," drawn his pay and gone, the carpenter turns the trick for 30 cents. He mends your mantel, fixes your fireplace, patches your pump, and lifts your barn out of a manure pile and sets it on a stone wall. He dusts your carpets, rigs your lights, and keeps the roof over your very head. He often eats cold lunch in your barn basement and then runs home in time for late supper. He does any honorable old thing for any "ornery" old price. You roast him in August and freeze him in February. You love him in overalls and scorn him in Scotch tweeds and broadcloth. You call him when he's out of town and cuss him when he can't come. And, yet he is endowed with such an inimitable blending of patience, good nature, and good sense that he will do it all over again for you as often as you think it necessary. He doffs his hat like a cavalier and in his handclasp you feel the magnetic tingle of the Brotherhood of Man.

J. F. HOUCHINS, Builder.

Address Before L. U. 114

Sometime ago L. U. 114 of Sulphur Springs, Texas, held an open meeting and smoker in Woodman Hall in that city, at which Mr. "Cyclone" Davis was the principal speaker. After reviewing labor history and showing the various progressive steps taken to ameliorate the toiler's condition "under the law of God who is no respecter of persons and the spirit of that immortal declaration which said all men are created equal," the speaker dwelt on the abuses which had crept into the management of the modern corporation and the misery often resulting therefrom to the working people. He continued in part as follows:

"Men who complained of these and kindred outrages have always been denounced by aristocracy and its agents as demagogues and agitators. These names have been applied to me and men like me a thousand times. But when I remember that Jefferson, Patrick Henry, Lincoln, Bryan, and thousands of our grandest men were called demagogues and agitators, I accept the intended slur as an honor. And though I may be called those names again, I want to stop here and say that I never pass by a Carnegie library that I don't see the red blood of

three hundred workingmen who were shot down and slaughtered because they were not content to labor and toil at a starvation wage and wanted their part of the twenty millions that Andrew Carnegie had filched from them and the American people through the steel trust. I can hear the moans and agonizing cries of hungry women and children as they met round the humble graves of their murdered dead at Homestead, Pa., while the Pinkerton police (hired Hessians of the steel and coal trust) stood by with gatling guns to keep the living workers subdued and submissive. Then I see Mr. Carnegie and his pals in this tragedy and outrage, representing the so-called 'divine right of money over manhood,' organized and legalized into a conscienceless corporation, scornfully refusing to recognize the labor unions and with haughty insolence repel the officers of the unions and decline to discuss with them the question of a living wage or the treatment of the suffering toiler, and with impudent insult tell them they must come into their lordly presence as hired men, servants, his menials, yea, slaves. This is the feeling of the money-mad aristocrat who runs the great corporation called trusts. These money-mad kings, although known to be malefactors, often have such sway over our country that they are above the law and treat our courts with contempt when they cannot control them. And yet these courts have covered the labor unions of the country with a thousand injunctions and three of the greatest leaders of organized labor in America are now under sentence to jail by injunctions.

"But I bring you a new message of hope. The world's last struggle for the rights of man is now on. The labor problem is one of the leading questions of the age. The millions who toil are making their power felt. Educated people never submit to wrong. Labor is lifting its head and looking toward a day of universal peace, universal freedom, the equal rights of all men, when idleness shall no longer profit by the sweat of industry, when the indolent shall no longer dress in robes and industry cover its tired body in coarse and shabby clothes, when the profits of labor shall no longer be extorted from those that work and they can change their hut into a happy home, when the government is wrested from plutocracy and given over to the people, when money shall be coined and distributed for the people and not for the special few, when the vast machinery of civilizations shall be taken from the greedy grasp of the trust and run to bless humanity.

"The age of association and co-operation is here. We stand in the midst of massive machinery today doing the work of millions of men, but the curse of the age is that we allow a special few to form corporations and trusts, disinherit the millions and run the vast machines to fill their own tills.

"The old loom that our grandmothers used to make our clothes with is gone and a million shuttles are shot through the warp by steam. The old wheel upon which she spun the thread followed the loom and a hundred million spindles spin and spool the thread today. But a few corporations formed into trusts control them all and tax mankind for their use, limited only by inordinate greed. All things have changed in like manner. Our system of laws must change to correspond or labor will be lost in the labyrinth of vast machinery, business be bound up by its belts, and its levers, pistons and pulleys pump the money from the people and a few great corporations will own and control the earth.

"From down in the common walks of life comes a chorus swell of a new song that says:

"'Life is no longer measured in money. That would be commercialism and often commercial cannibalism. Those who gather great wealth are more often the merry myrmidons of mammon, who take from society without just recompense. They have held back the hire of labor by fraud until its cries have entered into the ears of the Lord. They have lived in pleasure on the earth and

been wanton. They have waded through slaughter, selfishness and sin to a throne of gold and shut the gates of mercy against mankind. When age overtakes them they look back and sigh in anguish for lost opportunity, while their silver and their gold cankers and the rust thereof bears witness against them.'

"Divine history tells us that the earthly father of our Lord was a carpenter. The earth's grandest being was a carpenter's son, and supposed to be a carpenter himself. Now, in closing, let me point you to this member of your craft who comes from heaven to earth while angles sang and a star stood sentinel in the skies.

"No chain is stronger than its weakest link and no country is stronger than the composite morals of its people. High-class morals, fellowship, good feeling, and education in the citizen will be reflected in the highest standards of government and ultimately result in universal democracy, peace and good will among men. This is no ideal dream. It is governed by the same law which makes two and two result in four. It may sound like a paradox, but the law of life is so formed that none of us can have permanent joy ourselves unless we give joy to others. Selfishness breeds a sordid life and a sin-cursed soul."

Late Happenings in the World of Labor

The controversy which raged between the representatives of the Conductors and the Trainmen of the Eastern Roads has been concluded by an agreement to submit the grievances of the two brotherhoods to a board of arbitration created agreeable to the terms of the new Mediation, Conciliation, and Arbitration Law, passed by Congress. At first the railroads insisted that the grievances which they claimed to have against the brotherhoods should be considered by the arbitration board, which was to have under consideration the grievances of the brotherhoods. The railroad brotherhoods objected to this, and a threat was made that if the railroads insisted upon their course a strike would be called. The mediators—Judge William Lee Chambers, Judge Martin A. Knapp, and G. W. W. Hanger—were successful in securing an agreement to arbitrate, the railroads withdrawing their demands.

The award in the arbitration of the Cincinnati street car dispute increased the wages approximately 10 per cent. and reduces the number of years required to reach the maximum rate from sixteen to eight. The maximum rate is increased from 25 cents to 27 cents an hour, and the increase for most men runs 2 cents per hour, although for some it is as high as 3 cents and 4 cents. Time and one-third will be paid for all overtime. New men are guaranteed a minimum of $45 per month if they show up for work and do not get it. Formerly they received no pay unless they went to work. A number of other important regulations are contained in the award.

The committee on labor of the National House of Representatives recently took up the bill introduced by Representative Taylor of Colorado to forbid the transportation in interstate commerce of the products of mines and factories employing children under fourteen and the products of factories which work women more than eight hours a day. Representative Taylor, Representative Gardner of Massachusetts, and Senator Kenyon of Iowa, who have introduced bills of a similar nature, appeared before the House labor committee in support of the general principles involved in the bill.

The Governor of Pennsylvania has signed what is known as the Hidinger Bill, which provides for better housing conditions. The act creates a division of housing and sanitation, subject to the Department of Public Health and Charities. This act provides that no room in any tenement constructed since June 7, 1895, shall be occupied for living purposes unless it has a window lighting area of at least twelve feet square. Manufacturing within rooms of tenements and dwellings is prohibited. Tenements must have an open space in the rear or at the side equal to 20 per cent. of the

lot, unless such tenement is located upon the corner of two streets, each more than twenty feet in width. Licenses will be granted by the board of health for $1 to owners or lessees, and the taking out of such license is obligatory.

Over 15,000 miners in the copper belt around Calumet, Mich., are out on strike, the large majority being members of the Western Federation of Miners. Immediately the Governor was called upon to order out the militia, which he did instantly, and sent it to the affected district. The strikers consist for the most part of young unmarried Austrians, Finns, Hungarians, and Bulgarians.

Edwin Perry, national secretary-treasurer of the United Mine Workers, has resigned because of failing health. Perry has been identified with the miners' union for eighteen years and has served as president of the Iowa State miners' organization, afterward being elected secretary and subsequently being elected as secretary-treasurer of the international organization. He has been succeeded by William Green of Ohio.

The executive council of the A. F. of L. recently refused the application of the International Printing Pressmen and Assistants' Union for jurisdiction over newsboys, the American Federation of Labor retaining the right to charter organizations of this character.

A St. Louis company manufacturing women's clothing has announced that it will establish a minimum wage of $7 per week for girls. The company employs 400 girls and the new scale is the result of an investigation into the wages of women by a committee of the Missouri State senate. Beginners are paid $5.50 for the first two weeks of service.

The Massachusetts law of 1909, providing that women and minors shall not be employed in mercantile establishments for more than fifty-eight hours a week, does not apply to bookkeepers, stenographers, and others in similar clerical positions, according to an opinion given by Attorney-General James M. Swift to Policeman J. H. Whitney.

A strike of the rag pickers of New York City has been on for some time as a result of the refusal of the employers to recognize the union and pay increased wages. These people work in junk shops, sorting rags and waste paper, and the number employed in the city is close to 7,000. Almost one-half of these are compelled to work in basements and under very insanitary conditions.

The Indiana legislature in 1911 passed a law prohibiting railroads after June 14, 1914, from using cabooses less than twenty-four feet in length, exclusive of platforms, and which were not equipped with two four-wheeled trucks, and did not conform to other specifications, including door, grab iron, and step requirements. The Supreme Court of Indiana recently held this law constitutional in the case of Pittsburgh, Cincinnati, Chicago & St. Louis Railway Company vs. the State.

The Maryland Agricultural College, in recognition of the services performed by Representative David J. Lewis of the Sixth Maryland district, now chairman of the labor committee, has conferred upon him the degree of doctor of laws.

Up until August 1, ten women had been granted pensions under the Mothers' Pension Law enacted by the last legislature. These were the first pensions sanctioned, there having been fifteen cases heard, three being denied and two referred for further investigation, while the ten applications were granted. The largest pension granted was for $37.50 a month to a destitute widow with seven children.

The River of Dreams

The river of dreams runs silently down
By a secret way that no man knows;
But the soul lives on while the dreamtide flows
Through the gardens bright or the forests brown;
And I think sometimes that our whole life seems
To be more than half made up of dreams;
For its changing lights and its passing shows,
And its morning hopes, and its midnight fears,
Are left behind with the vanished years.
Onward, with ceaseless motion,
The life stream flows to the ocean—
And we follow the tide, awake or asleep,
Till we see the dawn on Love's great deep,
When the bar at the harbor mouth is crossed,
And the river of dreams in the sea is lost.

—Henry Van Dyke.

News Notes from Local Unions

Notice

Stay away from Ft. Lauderdale, Fla. There is but little work in that place and plenty of men to do it. L. U. 1394.

Carpenters should stay away from Bloomington, Ill. There are too many men there now, and many of them are without work. L. U. 63.

All brothers will please stay away from Poteau, Okla. Pay no attention to advertisements for men. There are only three cottages and a depot under construction. L. U. 1291.

Traveling brothers will please stay away from Winnipeg, Man., Can. The building trade is very slow there at the present time, with too many men for the jobs and no prospects for relief in sight. L. U. 343.

Union carpenters will please stay away from Nokomis, Ill. The town is flooded with carpenters from out of town and all rumors that there is a boom there or plenty of work to do are false. L. U. 1817.

Brothers, stay away from Hopedale, Mass. B. F. Smith & Co. from Pawtucket have undertaken to build fifty-six houses here and they have sub-let some of them. The contractors are trying to run a non-union shop. Please help the cause by staying away. L. U. 867.

Philadelphia, Pa.—As we are going out for an increase in wages on September 1, we wish all carpenters to stay away from this city. At least, remain away until our wage question is settled.

Schenectady, N. Y.—Union carpenters are urged to avoid Schenectady for some time to come. Work is very slack, but few of our contractors having more than thirty days' work in sight. The new State Housing Code was the last straw toward spoiling the season's work. But few building permits are being issued at the present time.

Bloomington, Ill.—L. U. 63 wishes to notify the members of the Brotherhood that the Westinghouse-Church-Kerr Company have the contract to build the new machine shops of the Chicago & Alton railroad at Bloomington, and are only offering to pay 30 cents per hour for carpenters, which is 20 cents per hour lower than our scale. This is a non-union job, and they are running ads in various papers throughout the country for carpenters and are not stating any scale of wages. Our home boys are walking the streets looking for work. Do not make matters worse by coming to Bloomington, but please stay away from this place.

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Information Wanted

Information is desired in regard to the whereabouts of Clarence J. Robinson, a

CLARENCE J. ROBINSON.

member of the Brotherhood, who formerly resided in Carbondale, Pa. He

deserted his wife in that place on February 11 of this year and has not been heard from since. The clearance card which he took out from L. U. 750, Asbury Park, N. J., has never been deposited. Robinson is 30 years of age, 5 feet 4 inches in height, weighs 149 pounds, and is of a rather heavy build. He has heavy brown hair, with red cheeks and blue eyes, and a round, full face. He is quite a talker, and usually wears a Derby hat and black clothes. He left his wife in destitute circumstances, with a seven-year-old boy to care for and expecting the birth of another child in the near future. The accompanying picture of Robinson was taken a few years ago. Send any information in his regard to Mrs. Clarence J. Robinson, 22 Havana St., Carbondale, Pa.

Information is wanted in regard to the whereabouts of Louis Willett, a carpenter of Central Falls, R. I., who was last heard of in Providence some time ago. Willett is thirty years of age, of a short and stout build, and has brown hair. Any information in his regard should be sent to his brother, Charles Willett, 541 Broad Street, Central Falls, R. I.

Information is wanted in regard to the whereabouts of Robert R. Blair, a former member of L. U. 1440, of Lead and Deadwood, S. D. The last time he was heard from he was living in San Francisco, Cal. This was in May, 1912. Any information in his regard should be sent to his wife, Mrs. R. R. Blair, Central City, S. D.

New Jersey State Council

The New Jersey State Council of Carpenters held its tenth annual convention in Helvetia Hall, Paterson, N. J., on June 20 and 21 last. Fraternal delegates from Connecticut, Massachusetts and New York were present, as also the General President and Executive Board Member Post. The sessions opened with prayer by the Rev. Dr. Hamilton, who later on also addressed the convention on the relations between the clergy and the workers of the country. Mayor McBride of Paterson, who was introduced to the members by the State president, extended to them a most hearty welcome, expressing his good wishes for the success of the organization, and gave a synopsis of the labor condition in Paterson. General President Kirby spoke on the general condition of the Brotherhood throughout the country and announced that an agreement was drawn up and signed by both the committee of the U. B. and that of the Amalgamated Carpenters. This agreement would be sent out for ratification just as soon as the Executive Board would pass on it. He also alluded to the controversies the Brotherhood was engaged in with the National Sheet and Metal Workers and the Machinists over jurisdictional matters. The former, he said, were dickering with the manufacturers of hollow steel trim to get an agreement to manufacture and erect this material, and he added that he was going to make every effort to control this work. As General President, he would see that every local did its share in this matter and any local supporting the Sheet and Metal Workers would be suspended, according to the General Constitution. The machinists were causing some trouble by doing millwright work, but with the proper effort, the millwright workers could maintain control of this work.

President Botterill, in a most able report, traced the activities of the State Council during the past year. He spoke of the open meetings that had been carried on by himself and the executive board in the smaller places in the State and also of the monthly meetings that were held where it was deemed advisable. He also stated that "with a few exceptions, in most all the places of the State our craft has been fairly well employed, and the prospects for the future look good." In part, he continued as follows:

"And I am also pleased to report that there is a decided improvement in the

disposition of our employers to consider arbitration as a fair means to arrive at the justness of our claims for better conditions. And let me thoroughly urge upon our membership in this State, that whatever may be their trouble in the future, where any number of men are involved to try and settle the disputes with their employers by arbitration, as the object of this organization is to keep our members to work as steady as possible, and to only use the power of strikes when all other diplomatic means have failed to adjust a difficulty. That it is possible even to meet and settle our disputes with some of the employers by arbitration, who were formerly the most bitter opponents of organized labor; the experience of your president during the past year fully bears out, and therefore I again strongly urge our locals and District Councils to adopt arbitration to settle their disputes wherever possible.

"The enemies of our great Brotherhood from the inner circle of the building trades have been trying their best to rob our craft of that part of our work, that in the efforts of the architects to make fireproof, has necessitated the change of material from wood to a very thin material called hollow steel, which requires the mechanical skill to erect that only a carpenter by his training possesses and which is freely acknowledged by the other crafts in the building trades, and yet because the material is that thin steel, several of the building crafts claim the erection of it. Although not a single one of those crafts could erect the material if left by themselves to do it. It therefore, in view of this strenuous opposition, becomes my duty to strongly urge upon our membership in this State to use every means in their power to overcome this wanton and contemptible opposition of one or two of the building trades to insist upon doing the work that belong to our craft; and I would not doubt that in the near future, may I urge that this convention instruct the incoming executive board to take such means as may be in their power to uphold our right to erect hollow steel trim on all buildings where it is to be used, and that the locals and District Councils be urged to send delegates to all conventions in the State where any influence injurious to our craft can be used.

"And while speaking to you about our efforts to preserve the rights of our craft in the erecting of the various trims I have spoken of, let me kindly draw your attention to mill work in general and especially the efforts of the millmen connected with our organization to get better working conditions in the mills of this State and the whole country, and I am fully convinced that if our craft in this State will at once take up a moral and persuasive campaign in favor of the use of union made trim, doors, frames, sash and blinds, in fact all material made in a woodworking mill for building purposes, I am positive great good will result. I would kindly lay before this convention the fact that the millmen are not in the best position to do their own fighting, inasmuch as the fierce competition from the West places them at a great disadvantage, and therefore their only hope for improved conditions must come from that part of our craft who work on the building."

He explained in detail the efforts made by himself and the executive board to obtain remedial legislation in New Jersey, and particularly mentioned the services of Senator McGinnis, of the county of Passaic, and Brother Assemblyman Arthur Quinn, the author of the Anti-Injunction Bill, which passed the assembly but went down to defeat in the Senate. He also expressed his pleasure and that of the State Council as to the manner in which the general affairs of the organization were conducted by the general officers, and particularly compli mented the new General President on his work.

Secretary Burgess and Treasurer Mowel also made detailed reports, showing the activities of the council during the past year, the condition of the trade in the various localities, and the condition of the council's finances.

The council, in this convention, passed some very important laws and resolutions, among them a petition to the general officers to start a universal eight-hour movement, and a resolution placing the firm of Irving & Casson of Cambridge, Mass., on the non-union list. The following officers were elected: President, Samuel Botterill; vice-president, Alonzo Bush; secretary, John R. Burgess; treasurer, C. C. Mowel; executive board, George W. Adams, E. S. Calhoun, Wm. Bedlington, D. F. Gant, John C. Mattashed and A. B. Losey. John T. Cosgrove was chosen as fraternal delegate to Massachusetts, Harry Gravelle to Connecticut, and James Larkin to New York. Trenton was the choice for the next convention city.

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The Ontario Provincial Conference of Carpenters at their annual meeting, held in Brantford, Ont., on June 28, reorganized in the form of a Provincial Council to maintain better the rights of organized labor in that province of the Dominion. A number of small locals have not as yet joined the council, but every effort will be made to have them do so under the provisions of the new constitution.

Reports were received at this meeting from the various affiliated locals. Wages in these locals range from 35 to 45 cents per hour, the working week from forty-four to fifty-five hours. A resolution was unanimously passed condemning the action of the Minister of Public Works, Dr. Reaume, for refusing to pay the union standard rate of 45 cents in Toronto and asking that the government take steps to pay this wage and to reinstate its former employes under fair conditions. Another resolution was passed demanding the removal of Hon. F. Cochrane from the position of Minister of Railways and Canals and the appointment to this place of another man "who is in harmony with the policy of the government and in sympathy with the workers."

In changing the form of organization to that of a council, it was decided to divide the province into five districts, each being represented by one member on the executive board. The per capita tax was raised from 6 cents to 12 cents, and the secretary was instructed to submit the by-laws of the councils to the affiliated locals for approval by referendum vote.

The following officers were elected: President, Wm. Irwin; first vice-president, Albert Blythe; second vice-president, James Carty; third vice-president, Robert Carvus; secretary-treasurer, Tennison Jackson. These officers were also made the members of the executive board. It was decided that the next convention should be held on the Saturday before Thanksgiving Day of this year, and that the annual convention be held on the last working day of June, 1914. St. Catherines was chosen as the place for the next meeting.

Story of Child Labor

The children of 6,000 families in all States of the union are this month reading about the children who work in cotton mills, tenements, canneries, coal mines and glass factories. The story of child labor had never been written for children until the national child labor committee prepared this latest number of the Child Labor Bulletin in which "our warm friend, Mr. Coal," the little boy's big medicine bottle, and other inanimate friends of well-cared for children tell them the story of their lives. The only story for grown-ups in this number of the Bulletin is an account of conditions found in Georgia cotton mills last April by agents of the national child labor committee. In Georgia, children of widows and of aged dependent fathers are allowed to go to work at ten years old, but the law is so poorly enforced that in many mills children of ten were found at work whose "widowed" mother had married again, or whose "aged, dependent father" was under fifty and also at work. Georgia is the only State in which children under twelve may legally work in factories and the legislature is

now considering a bill to do away with this condition and raise the age limit to fourteen years in 1915.

Two Minnesota Decisions

—Against the Workman—

In the case of Stoerich vs. Pearson Mining Company, decided by the Supreme Court of Minnesota, it appeared that the plaintiff and a fellow-servant were engaged in "shake blasting" in the breast of a mine by means of dynamite and cans and fuses. The practice was for each to light a fuse at the same time and then run to a place of safety until both blasts exploded. On one occasion each of the workmen had tried to light his fuse, but only one explosion was heard. They remained away for five minutes, and when they went back an explosion took place. It appeared that the plaintiff was a miner of some months' experience, and there was no evidence that he did not know how long he should stay away from the blast, though there was some evidence to the effect that both should have remained away fifteen or twenty minutes. The court held that the evidence did not show the existence of any duty to instruct him in regard to the time, and that it having been shown that the fuse was of the length usually furnished for the class of work in question, the fact that it was not longer furnished no ground of liability on the part of the defendant.

—For the Workman—

In the case of Hanson vs. Red Wing Sewer Pipe Company, decided recently by the Supreme Court of Minnesota, it appeared that the place where the plaintiff, an employe of the defendant, was required to work was inherently dangerous, and that the defendant had established a custom in accordance with which the men engaged in work at the bottom of a bank in a clay pit were warned by the men on top of the bank whenever the latter pried loose and were about to drop chunks of frozen clay; that the plaintiff relied on this custom for protection, and that he was injured in consequence of such clay falling upon him at a time when no warning was given by an employe on the top of the bank. The court held that the duty to give such warnings became an absolute obligation of the employer, for a breach of which he was responsible, though the failure to give the warning in the particular instance forming the subject of the action was the negligence of a person engaged in the common employment.

Demand the Label

You have untiringly cared for and guarded your children up to the time they enter the working world. Then you relax vigil over them. Don't you think you should understand the conditions under which they must labor?

Knowing what your husband's union has done for him and his fellow-workers —given them better hours, better pay and better working conditions—why is it you do not urge with all your strength upon your son and daughter the advisability of joining a union as soon as they enter the labor world?

Of course you do rather expect your son will eventually join a union because he is in industry to stay, and in order to earn the best wages and working conditions it is to his advantage to belong to a union.

But what of your daughter? When you send her out for a position, you figure she is only working for a few short years (till she marries), and salary is not of so much importance.

How do you figure this? Does it cost you less to clothe and feed your daughter than it does your son? Is your daughter so much stronger that she is able to work ten to fifteen hours for small pay, where your son would work only eight hours (if a member of an organization) and for the best pay that collective bargaining can procure?

Have you considered that your daughter, when working for less than a living wage, is not only bringing down the salary of self-supporting women who are

working all the time, but is also in many instances competing with your son and bringing down his wages to a lower standard?

Wherever unionism has entered, it has made working conditions better, and the powers in this direction are unlimited if you give it proper support.

Do you ask for the union label when you buy family supplies?

The next time you go out shopping and see "cheap goods" on a bargain counter, before you buy stop and consider if they are really cheap.

Think of the lives of little children and the souls of young girls which pay the difference in price between a "bargain counter" article and a "union-made" product.

And these children and these girls come from the homes of the working people! Think about it!

Isn't it time, for the protection of your home and your family, that you demand the union label and urge upon your daughter the vital necessity of joining a union?—A Union Man's Wife, in Life and Labor.

Leaders of Reform

Time was when it was believed necessary to keep the select few in idle luxury in order that they might equip themselves to do the thinking for their less fortunate fellow creatures, but the trade union movement has taught the toiler that he can depend upon no one for improvement in his condition so well as upon himself. It has taught him more. It has taught him that he is entirely capable of solving his own problems if he will but diligently bend his efforts in that direction. It has pointed out with unerring judgment the road to progress and improvement over which the race must travel, and, though there has been some hesitancy in accepting the advice, the great army of earnest, sincere souls who really wish the world well rather than themselves, patiently plods along the designated way, confident of ultimate victory.—Labor Clarion.

LOCAL UNION 63, BLOOMINGTON, ILL.

Trade Notes

Successful Trade Movements

Nashville, Tenn.—Having obtained all our demands, the local here declared off our strike sometime ago. Everything is O. K. in this city at present.

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Seymour, Conn.—In regard to the movement for the eight-hour-day in this place, we would state that four out of five of the contractors in the town granted the demand of the local on the day same went into effect. The other contractor held off for a couple of days and then sought a conference with our committee, which resulted in our men going back to work pending the settlement of a few minor matters, which will be adjusted in a few days.

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Paducah, Ky.—We are glad to state that our movement for an increase in wages has been successful. We will now get $3.80 per day instead of our former rate of $3.60 per day. We also now get Saturday half-holiday without pay, or forty-seven hours' work per week. We thus receive $22.32½ for a full week's work. Things have slowed down here to a great extent, however, and many of our men are out of work, which has rather made up for our success in obtaining the raise.

Movement for Better Conditions

District Council, Philadelphia, Pa.—We are demanding an increase in wages, to go into effect on September 1. We may have some trouble in this connection and may have to go out on that date to enforce our demands.

Labor Day Address

Mayor J. M. Haller, of Yoakum, Texas, in an address to the workingmen of that place on Labor Day, 1912, spoke in part as follows:

What has society or civilization gained by the organization of labor? That is a question that must be answered according to each individual point of view. If we say that it has advanced civilization we must take note of the successive stages and progress. Wherein has organized labor benefited society? In the elevation of morals and the exaltation of the home.

The pillars of true society are anchored to the brain and brawn of the workers of the age.

Upon men who earn their bread in the sweat of their brows must society depend in all ages for its preservation. Privilege, the breeder of idle leeches, is the cankerworm that has destroyed past nations and civilization.

Organized labor has advanced wages and shortened the workday not only for its supporters, but for the non-supporters, its competitors in the labor market. It has striven that all workers may have respite from toil to improve their minds and cultivate their graces of social intercourse.

Organized labor has broadened the great doctrine of universal brotherhood, that an injury to one is an injury to all. It has succored the oppressed, girded the loins of the weak, and helped right to overthrow might in contest for simple justice. It has brightened the homes of millions by its self-invited contributions to relieve the sick and feed the hungry. It has erected homes for its weak and superannuated members.

It has endowed hospitals, built churches, contributed to charitable institutions, and scattered with the prodigal hands seeds of kindness which afford shelter and rest to the weary and heavy laden. Its principles are grounded in sympathy; its aims are benevolent; its

ideals are illumed by the overshadowing nimbus of eternal justice.

Organized labor has been a benefaction upon the homes of the toiling masses, enlarging their comforts, widening their intelligence, strengthening their morals, and upbuilding their sacred ties.

Organized labor has again sounded the alarm and assumed the leadership in a demand that monopoly rule must be dethroned and majority rule re-established.

We are not infrequently admonished by philosophers and economists that there is going on betwixt capital and labor a war for existence; an irrepressible conflict; a something fierce and dreadful that aligns labor in uncompromising hostility to capital; a clash of interests that has been, and will be a perpetual and endless battle for the supremacy of the arena of production.

The picture of those embattled hosts, as painted by the average academician alternately sways us from emotion of pity for the principals to despair of the future. We discern in the perspective forbidding shadows of an impending bloody revolution in which established institutions will be wrecked, government will be overthrown, society disrupted, and our homes shattered. In short, an uprising of the toiling masses in which anarchy is finally to triumph and all law to be overthrown. With such a horoscope of the future, I have small patience. It is narrow, mean, and wicked. It assumes the Almighty is responsible for present conditions, which are, therefore, unchangeable. On the contrary, all laws and all conditions that oppress labor, all laws that are unjust and unnatural, are man made. Repeal them, change them, and the bloody revolution will become a peaceful emancipation. I have naught but pity for the cynical prophets of an irresponsible conflict; nothing but compassion for the lachrymose croakers, who predict industrial discord and discontent as the heritage of our children. Like barnacles to the ship, these nightmare dreamers impede progress toward industrial equality.

While the changes in the methods of production have made new adjustment necessary in industry, yet present conditions are far from the desired "golden age."

Organized labor at all times has been the one kopje that withstood the assault of greed, cunning, bribery, and cajolery, and its constant warfare for economic justice and industrial liberty, and though it has made many mistakes, has often met with defeat, in my judgment it has greatly advanced the cause of civilization, has been and is a potent factor in preserving our liberties and increasing the comforts, diminishing the worries, and broadening the intelligence of the common people.

Trade Unionist Defined

Some union men are born, some made and others just unionists—that's all.

The first is the man who you will find a leader among his fellow men. He's the man who does the real work; he takes up the battles of the unionist's principles and fights with all his might; he knows no fear; is always in the front rank when the general is needed and is devoid of all selfish motives in what he does. He is the strength of the union.

The "made" union man is he who holds a card because he is compelled to do so. If he should lose his job he would be perfectly willing to give up his card. In other words, he is satisfied to accept conditions as they are. Such a man is a fakir. He's a fraud. He carries a card under false pretenses.

The latter class is better out of the union than within the ranks. He is the man who pays his dues under protest; seldom if ever attends a meeting of his local; objects when called upon for a special assessment or donation to help his fellow men in trouble; and invariably grumbles about everything in general and is never satisfied with anything in particular. This class acts as the greatest handicap to the progress of organized labor.

Which class are you in? Think it over.

Craft Problems

Sills for Frame Buildings

(By James Barry.)

In Fig. 1 the sill is 3x8, notched at top for 2x6, on which 2x4 studs stand,

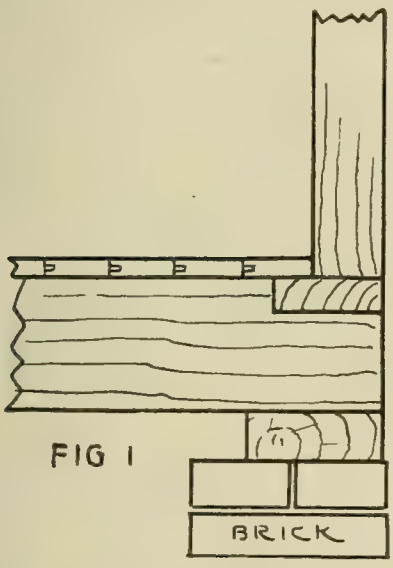


FIG 1

floor laps over plate, and makes a good rough job when nailed into sill.

In Fig. 2, a 2x4 spiked to a 2x8 formed

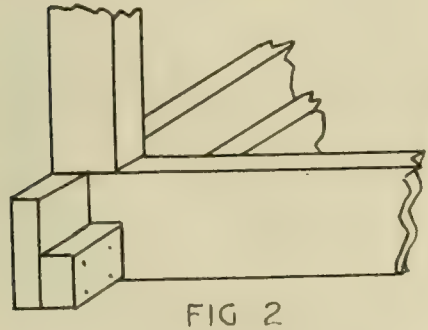


FIG 2

the sill; joists are 2x8, notched 4 inches; studs placed on both joist and sill.

Fig. 3 shows a good way of making box sills when sills and joists are the same size. Spike one timber to another

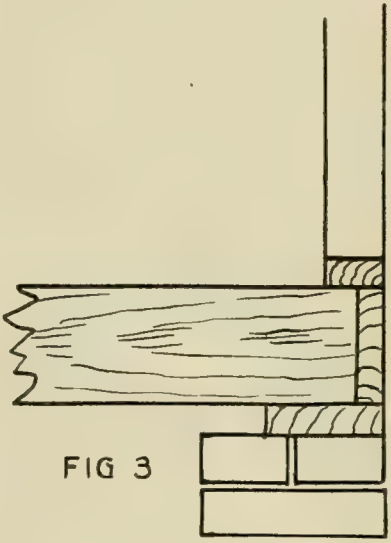


FIG 3

in the form of a right angle, with the longest side up. Place joists in this and

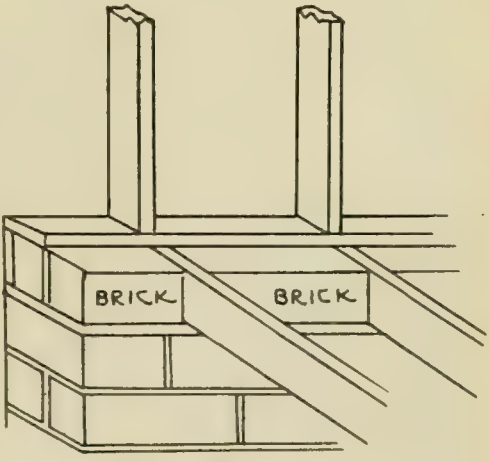


FIG. 4

then nail a 2x4 on top both into joist and sill (as above). Fill in Fig. 4 with brick.

Sweep Work

(By Owen B. Maginnis.)

When the work to be done is of too large a sweep to admit of its being cut out of a solid plank, the method preferred by modern mechanics, for the purpose of obtaining a piece of segmental or semi-circular material so that it will remain permanently in that shape, is to bend it over a drum or mold to the sweep or curve desired.

This drum is put together in the same manner as the center for an arch, and is made up of two frames joined together by battens, the length of which is greater than the width of the stuff to be bent. The drum is raised up from the floor by

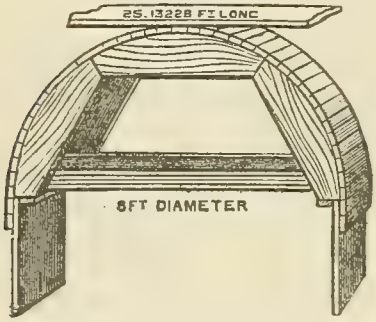


Fig. 1—General View of Drum.

means of legs in order to permit the overlengths which are necessary to make the joints to pass down on either side of the drum, as shown in Fig. 1 of the illustrations.

It will be noticed that the joints of the battens are made close and the whole convex surface carefully smoothed over to reduce all possible lump or projections and insure a smooth, even curvature to the board to be bent.

When the board or plank has been kerfed or dadoed (see Fig. 9), and thus made ready for bending, it is placed on the drum and bent around it so that its soffit presses against the convex drum surface at every point and is there retained by hand screws firmly placed from the bottom edges of the frames to curved blocks placed on the upper surface of the piece being bent. If it be necessary, when the sweep is quick or sharp, notches can be cut out of the bottom edges of the frames so as to bring the pressure of the hand screws to bear directly on the spot desired, as shown in the elevation of an elliptical drum (see Fig. 2).

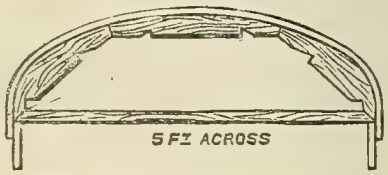


Fig. 2—An Elliptical Drum.

A very ingenious and at the same time a highly satisfactory method of forcing the stuff down on the surface of any drum is represented in Fig. 3. Here a

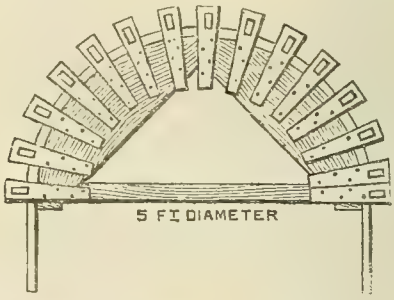


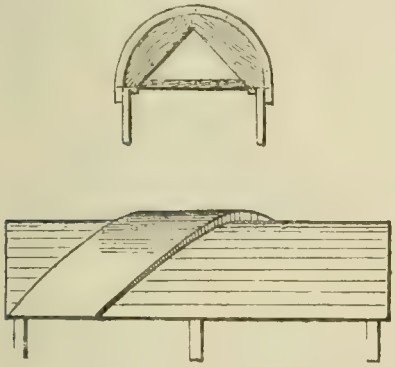
Fig. 3—Arrangement for Forcing Material Upon the Drum.

number of 1-inch or 1¼-inch yellow pine or hardwood strips of sufficient length to allow for nailing or screwing on the faces of the frames are mortised with an inch chisel, making an opening three inches in length, as seen in the engraving. These are screwed fast, each radiating to the center of the semi-circle on both sides and opposite to each other, each to each, as seen. When all are attached, double long tapering wedges are passed through the mortises from both sides, each opposite wedge being simultaneously driven to press the board closely and firmly down against the drum's convex surface and thus obtain a perfect concave surface on the former. It will be obvious to readers that the more of these mortised pieces are employed the better will be the result accomplished.

The foregoing method is really one of

the best in practice for curves of small or large radius, as it is certain in its accurate results, and if the wedging be commenced in the middle at the top, as delineated in Fig. 1, and continued right and left down each side, wedging piece after piece, two men striking each opposite wedge at once or together until the bottom or spring line is reached, it will be found that the board has, when removed, a true, even curvature.

In all cases the work must be systematically done and the stuff carefully watched to see that it touches the drum at every point and has no kinks. Bending sweepwork on the pitch as for stair-builder's strings, wainscoting on stairs, etc., is also done on drums or molds made sufficiently long to take in the whole length on the pitch. This is executed as indicated in Figs. 4 and 5, and the bent



Figs. 4 and 5—Drums for Bending Stair Work.

piece can be held securely in position by strong 1½-inch hardwood strips screwed lengthwise across it into the drum; or better still, in addition hand screws—and plenty of them may be utilized.

After a little experience in executing work of this kind, carpenters and joiners will ascertain and realize that it is always well to strike the desired sweep, slightly longer than that shown on the drawing, by moving the center up above the spring line in the manner represented in Fig. 6. This should be done in order to allow for the tendency of the wood to spring back into its natural straight position, due to the elasticity or resilience of the wood, which is always manifest to a greater or lesser extent.

One of the commonest, cheapest, and

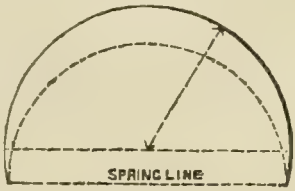


Fig. 6—Striking the Sweep from a Raised Center.

most easily arranged methods for obtaining curved segments or arcs of circles is depicted clearly in Fig. 7, which shows

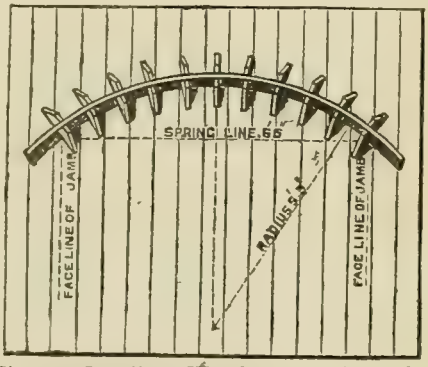


Fig. 7—Bending Wood to an Arc of a Circle.

a segmental door-jamb head, bent to a radius of 5 feet 3 inches. The sweep line or curve of the soffit is first struck out on the floor or large drawing board and right angled, triangular brackets, the width of the piece to be bent, firmly nailed to the floor the thickness of the piece to be bent back from the arc line. Around these the curved, prepared head is bent, being held in place by similar brackets, which are also nailed down to press against the piece, each opposite to its fellow on the concave side. Here it is allowed to remain until the glued keys in the kerfs or dadoes are set hard and the mechanic is satisfied that it will retain its curvature and that it is ready to be taken out.

In doing this job, when all the appliances and materials are prepared, the

first process is to determine the exact length required, which will bend around the entire curve or curves by working out the following simple arithmetical formula as needed:

For a semi-circle, multiply half the diameter (or spring line) by 3.1417, or 3 1-7, or multiply the whole length of the spring line by 3.1416 and divide the result by 2. Either figuring will give the length required.

For an arc or segment, take a span from eight times the chord (or spring line) as at Fig. 7 of half the arc, and one-third the remainder will be the length of piece desired.

For an ellipse, multiply half the mean of span or width and rise by 3.1416, which will give the length needed to go around a semi-elliptical drum or the soffit length. To these lengths the extra overlengths, necessary to make halved joints with the sides, must be added on 4, 6 or 8 inches, as required.

Concerning the preparation of wood for bending, it might be stated here that the wood itself should be of soft flexible texture, straight grained, free from knots, shakes or winding propensities, heart wood being seduously avoided, while pine, mahogany, oak and cypress being the most available and reliable woods. The piece or pieces may be set in a steam box for say forty-eight hours and softened so as to become pliable; it may also be laminated or sawed longitudinally into veneers or lesser thicknesses, or again it may be built up in thicknesses; take, for instance, the following example:

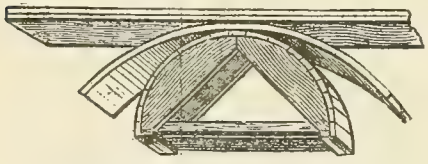


Fig. 8—Method of Obtaining Circular Panelled Door Frame Head.

Presuming it is required to form a circular stile or rail for a circular or curved panelled window soffit, a round piece of wainscoting or a circular panelled door frame head; then the method shown in Fig. 8 is preferable. The reason for this is—that the whole thickness is built up in three thinner sections, each successively bent around the drum, the intervening surface having been previously heated and smeared over with good, hot, strong glue. When clamped and screwed down together, so as to force out all the air between the surfaces, the glue hardens by the action of the atmosphere, and the piece, if the grains of the veneers be laid reversed in the direction of their length, will be more solid than a natural one, which can be mortised, molded, tenoned, or otherwise wrought, without any danger of its breaking or disintegrating under the operation.

Another way is to dado out the back of the piece equally spaced at regular intervals on the extrados or back down to at least one-sixth the thickness, as seen in Fig. 9. These dadoes are each filled with pine keys, solidly and tightly

Fig. 9—Method of Obtaining Solid Hard Wood Rail.

glued in and made to a wedge shape. This work must be done as the dadoes, in bending over the drum, have their sides radiating to the center.

The last and, to my mind, the least method is the old one of kerfing with the saw, although it might be followed to advantage in bending to an ellipse which contains curves of varying radii. After spacing out the lines for the kerfs, which can be done by any of the various ways often heretofore described, the piece may be placed on the drum; but as there is no means of keying the best plan is to kerf another piece reversely, and, keeping them down, to glue it fast to the extrados or convex surface of the bottom piece. If it be possible the kerfs should be spaced so as to come exactly on top of those in the bottom piece, for

the purpose of equalizing the elastic tendency and preventing the entire structure from springing back and changing its shape when released from the drum.

This back piece is absolutely necessary when the face or soffit is veneered, because the elasticity of the hardwood is much greater than that of the pine core, so a corner piece must be added to resist the resilient force.

It might be said in conclusion, that this branch of the trade is distinctive in itself and is most difficult, requiring both patience, study and time to turn out successful work. It cannot be hurried nor rushed, and, apart from the geometrical laying out, demands concentration and the most careful workmanship, in a good shop, with good tools, by good, earnest mechanics, with good intentions. It has no place with jerry or slop work, and is, to my mind, well worthy of the attention of the most ambitious in our craft.

Octagon Problem

(By A. A. Stafford, L. U. 141.)

In many lands the carpenters have to do some octagon stunts, and for some it is hard to find out how long the face is, to make a true octagon. As a matter of fact, it is very simple.

The rule I work by was figured out by some one many years ago, but I apply

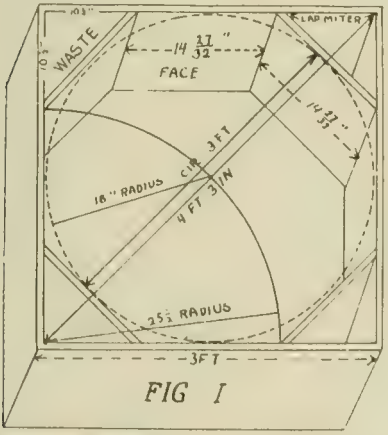


FIG I

it different than others do. By the rule, it is a fact that one-half of the hypothenuse of any rectangle, or square, radius back to side, equals one face of the octagon and the waste corner. (See Fig. 1.) Suppose this was a box three feet square and must have some corners put into it to make it octagon inside. In place of spacing, and cutting, and trying, mentally I say 1 inch equals 1 foot, take a rule and measure across corner of a square 3 to 3 inches to find out what one-half the hypothenuse is, I find it reads on rule 4¼ inches, or equals 4 feet 3 inches, one-half is 25½ inches. Radius back to side and subtracted from 3 feet, leaves me 10½ inches waste corner. Place rule again on square 10½ inches to 10½ inches, reads on rule

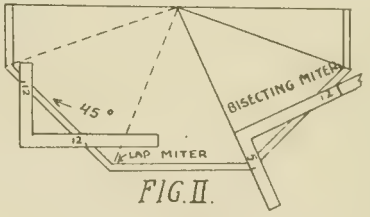


FIG. II.

14 27/32 inches length of face. What simpler way is there to get an octagon on anything when the square is known? Fig. 2 shows how squares lay for miters on octagon, and figures that can be used. In some places in concrete form work it is a good idea to use one lap miter; then the form is easy to take out, starting at this miter. Study and use the ideas on all octagons.

Book on Saws Free

Charles Morrill, manufacturer and dealer in saw-sets, bench stops, punches and other hardware specialties, announces that he has just published a monograph on how to file, set and joint saws. This is a revised and enlarged edition of "Saw Points," and is being sent out free, upon request, to carpenters, mechanics and others interested in the proper care of a saw. This book has had a very wide circulation, and has been largely used as a text book by manual training teachers and by the lecturers to the various councils of the Brotherhood of Carpenters and Joiners. It is said to exemplify the best saw practice of the day, having been compiled from the leading authorities, and by following its instructions any one can properly fit a saw. Write in regard to this matter to Chas. Morrill, 102 Lafayette street, New York City.

Für Unsere Deutschen Leser

Geschäfte der dritten Vierteljährigen-Sitzung 1913 des G. E. B.

Folgende Geschäfte wurden in der Zeit zwischen der April und Juli-Sitzung per Korrespondenz erledigt:

Anfrage der L. U. 1176 Fargo, N. D., 26. April; L. U. 91 Racine, Wis., 29. April; L. U. 314 Madison, Wis.; L. U. 1423 Corpus Christi, Tex.; D. C. Ft. Worth, Tex.; L. U. 864 St. Augustine, Fla., und L. U. 792 Rockford, Ill., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gegeben, finanzielle Unterstützung bis auf später verschoben je nach dem Berichte in den G. O. eintreffen.

Anfragen der L. U. 213 Houston, Tex.; L. U. 700 Corning, N. Y.; L. U. 1776 Lakeland, Fla., um Sanktion in einer Gewerksforderung, wurde gewährt.

Anfrage der L. U. von Porto Rico für Stiftungsgelder wurde verneint.

Der G. P. reichte die Frage ein ob die Vierteljährigen 25 Cents (per Sektion 74) von den L. U.'en oder den Mitgliedern bezahlt werden sollen. Der Board entschied, daß die L. U.'en es selbst bestimmen sollen.

Der Board bewilligte $200.00 an die L. U. 1779, Calgary, Alta., Can.; $200.00 an den D. C. Montreal, Can.; $100.00 an die L. U. 143 Canton, O.; $200.00 an die L. U. 16 Springfield, Ill., und $100.00 an den D. C. Grand Rapids, Mich., für Stiftungsgelder welche unter Aufsicht des G. P. verausgabt werden sollen.

Anfrage des D. C. Kansas City, Mo., um finanzielle Unterstützung in der Ausschließung wurde gewährt wie per General-Konstitution.

Indianapolis, 14. Juli 1913.

Die dritte Vierteljährige-Sitzung des G. E. B. wurde am obigen Datum von Vorsitzer Kirby zur Ordnung gerufen. Anwesend waren: Brüder Kirby, Duffy, Neale, Martel, Blackmore, Post, Ogletree, Querin, Potts und Hutchison.

Bericht des G. P. für das am 30. Juni endende Viertel wurden verlesen und angenommen, ebenso der Bericht des Ersten G. V. P.

Es wurde beschlossen $25,000.00 von der Farmers & Mechanics National Bank von Ft. Worth, Tex., zu ziehen und in das aktive Konto in der Indiana National Bank, Indianapolis, zu thun.

Bericht des G. S. Duffy und Board-Mitgliedes Querin bezüglich der $200,000.00 Schadenersatzklage, welche gegen unsere Organisation in New York im Juni 1913 eingereicht wurde, wurde den Akten einverleibt.

Anfrage der L. U. 216 Torrington, Conn., um Sanktion und finanzielle Unterstützung. Der G. S. wurde beauftragt weitere Information zu sammeln.

Anfragen der L. U. 462 Greensburg, Pa.; L. U. 819 West Palm Beach, Fla., und L. U. 1541 Palestine, Tex., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion erteilt, finanzielle Unterstützung auf später verschoben, je nach dem Berichte in den G. O. eintreffen.

Anfrage des Mahoning und Shenango Valley D. C., Ohio und Pa., für Stiftungsgelder, wurde verschoben bis der Bericht des Stifters eintrifft.

Anfrage des Cleveland, O., D. C. für Stiftungsgelder wurde bis zur Vergleichung der Berichte verschoben.

Anfragen des D. C. New Bedford, Mass.; des Rock River Valley D. C.; der L. U. 18 Hamilton, Ont., Can.; L. U. 1588 Sydney, N. S., Can.; L. U. 1513 Schenectady, N. Y., und L. U. 1684 Sherbrooke, Que., Can., um Stiftungsgelder wurden verneint.

Der Board bewilligte $200.00 an den Red Bank und Long Branch, N. J., D. C. und $200.00 an L. U. 1061 Medicine Hat, Can., und $200.00 an L. U. 1946 London, Ont., Can., für Stiftungszwecke welche unter Aufsicht des G. P. verspendet werden sollen.

Anfrage der L. U. 356 Marietta, O., und L. U. 1908 Pigua, O., für Unterstützung in den Frühjahrs-Fluth-Schaden wurde an das Boardmitglied des 3ten Distrikts zur Untersuchung gewiesen.

Birmingham, Ala. — Der Board bewilligte $276.00 für streikende Mitglieder.

Der Board beschied, daß er die noch streikenden Mitglieder der L. U. Fond du Lac, Wis., unterstützen will.

Bericht des 1ten G. V. P. über die Beschwerde der R. Mitchell Co. von Cincinnati, welche besagt, daß es ihnen nicht erlaubt wurde in anderen Städten Angebote zu machen wurde als Information verlesen.

Mitteilung von New York, welche besagt, daß verschiedene unserer L. U.'en einer anderen Labor Council angehören. Der Board bestimmt, daß die L. U.'en welche dem Central Labor Council of Greater New York angehören, sich sofort von demselben trennen sollen da solches gegen unsere Prinzipien und uns selbst schädlich ist.

In der Januar (1913) Sitzung fand der

Board, daß verschiedene Mitglieder der Komites in der Washington Konvention Ueberzahlung erhielten, und wurde denselben gesagt, daß sie dieses Geld zurückerstatten sollen. Da Brüder Ryan und Mowel diesem noch nicht nachgekommen sind, und dieses nicht in 30 Tage tun, so ist der G. S. beauftragt die L. U.'en zu welchen sie gehören zu benachrichten, daß dieses Geld mehr wie 6 Monate Beiträge ist, und die General-Konstitution besagt, daß jedes Mitglied, welches Geld schuldet, welches 6 Monats-Beiträgen gleich kommt, so soll dasselbe suspendirt werden.

Mitteilung des Sekretärs des Building Trades Department der A. F. of L., welche besagt, daß Schritte zur Zwingung der L. U. dieser B. B. zur Beitretung in die Local Building Trades Councils genommen werden, wurde an die nächste General-Konvention gewiesen.

Mitteilung des D. C. Newark, N. J., welche vorschlägt, daß suspendirte Mitglieder der L. U. 1787 als neue Mitglieder in diese B. B. aufgenommen werden. Der Board entschied, daß diese Leute bei Bezahlung von $10.00 als neue Mitglieder dem D. C. beitreten dürfen.

Mitteilung des John H. Murray bezüglich einer Ueberverlangung als Stifter. Es wurde demselben Zeit bis zur nächsten Sitzung gegeben dieses gut zu machen.

15. Juli 1913.

Fall River, Mass. — Der Board bewilligte $720.00 an den D. C. für Streikgelder.

Omaha, Neb. Bericht des D. C. bezüglich einer Gewerksforderung. Sanktion wurde erteilt, finanzielle Unterstützung auf später verschoben. Der Board bewilligte $100.00 für die beteiligten Leute.

Indianapolis, Ind. — Brüder Fullgraff, Jutze und Meadows erschienen bezüglich des Mühlenarbeiterstreiks. Der G. E. B. entschied die Streiker zu unterstützen.

Cleveland, O. — Bericht über Stiftungsgelder. Die Rechnungen der Spezialstifter wurden zur Unterzeichnung zurückgeschickt.

Dayton, O. Teilweiser Bericht über Streikgelder. Der D. C. wurde beauftragt die übrigen $80.25 zurückzuerstatten.

Macon, Ga. — Mitteilung des D. C. bezüglich des Berichtes der im Februar 1911 bewilligten Stiftungsgelder. Der Board entschied, daß wenn das übriggebliebene Geld nicht in 30 Tagen zurückerstattet wird so sind die L. U.'en suspendirt; jede L. U. soll hier von benachrichtet werden.

Teilweiser Bericht des New York, New Haven & Hartford Railroad D. C. über Stiftungsgelder. Der D. C. wurde benachrichtet die übrigen $13.00 zurückzuerstatten.

Teilweise Berichte über bewilligte Gelder langten von dem D. C. Toronto, Ont., Can.; dem D. C. Dayton, O.; dem D. C. Fall River, Mass.; dem D. C. Knoxville, Tenn.; dem D. C. Indianapolis, Ind.; dem D. C. Birmingham, Ala.; der L. U. 16 Springfield, Ill.; des D. C. Kansas City, Mo.; der L. U. 83 Halifax, Can., und L. U. 782 Fond du Lac, Wis., an und wurde verlangt, daß sie das übriggebliebene Geld zurückerstatten sollen.

Anfragen der L. U. 70 Fresno, 1274 Madera, 845 Dinuba, 1926 Reedley und 1560 Exeter, Cal., für Stiftungsgelder. Der Board bewilligte $400.00, welche unter Aufsicht des G. P. verausgabt werden sollen.

San Francisco, Cal. — Appell des James McNamara über die Entscheidung des 1ten G. V. P. Die Entscheidung wurde bestätigt wegen den angegebenen Gründen, nämlich, daß Sektion 18 der Bay Counties D. C. Nebengesetze nicht mit Sektion 72 General in Konflikt kommt. Appell verworfen.

Der G. S. unterbreitete Mitteilungen von der L. U. 33 Boston, Mass.; 651 Jackson, Miss.; 200 Columbus, O.; 162 San Mateo, Cal.; 125 El Paso, Tex., und den D. C.'s von New Haven, Conn.; Milwaukee, Wis.; San Jose, Cal., und Lake County, Ind., worin dieselben protestiren über die Bewegung des G. E. B. in ihrer letzten Sitzung in Bezug auf die „Metalltrim" Frage in Cincinnati. Der Board ist fertig und willens allen L. U. und D. C. dieses beizubehalten, erwartet aber zur selbigen Zeit, daß die L. U. und D. C. das Ihrige tun indem sie dem G. E. B. gehorchen.

Vollständige Berichte gelangten an von der L. U. 1588, Sydney, Can.; dem D. C. Fitchburg, Mass.; dem Wyoming Valley, D. C.; Pittston, Pa.; von der L. U. 318 und Mennebec Valley D. C., Waterville, Me., und von dem Newport, R. I., D. C. über bewilligte Gelder und wurden dieselben den Akten einverleibt.

Montreal, Can. Appell der L. U. 134 über die Entscheidung des G. Sch. Die Entscheidung wurde verworfen.

16. Juli 1913.

Alle anwesend außer Hutchison.

Der Board bewilligte $212.00 an L. U. 1366 Quincy, Ill., und $60.00 an L. U. 1831 Arctic, R. I., und $112.00 an die L. U. 905 Freeland, Pa., für Streikzwecke.

Anfrage der L. U. 198 Brantford, Can., für Stiftungsgelder. Dieses wurde an das Mitglied des 7ten Distrikts gewiesen.

Mitteilung der L. U. 16 Springfield, Ill., bezüglich einer 10 Prozent Steuer, welche die Streikenden zur Unterstützung der Streiker bezahlen sollen. Der Board entschied, daß alle legal gemachten Steuern bezahlt werden müssen.

Anfrage der L. U. 206 New Castle, Pa., für Stiftungsgelder wurde verweigert und der G. P. beauftragt einen Stifter zu senden.

Anfrage des Wayne County D. C., Detroit, Mich., wurde verweigert.

Der Board bewilligte $300.00 an den

Montgomery Co. D. C., Norristown, Pa.; $200.00 an die L. U. 470 Tacoma, Wash.; $100.00 an die L. U. 143 Canton, O., und $100.00 an die L. U. 730 Quebec, Can., für Stiftungsgelder, welche unter Aufsicht des G. P. verwendet werden sollen.

Anfrage der L. U. 1235 Warren, O., für Stiftungsgelder wurde verschoben bis Anfrage des D. C. eintrifft.

Anfragen der L. U. 1016 Rome, N. Y., für Streikgelder wurde verweigert weil sie den Vorschriften nicht nachgekommen sind.

Der Board bewilligte $160.00 für Gerichtsgelder an den Ohio Valley D. C. und L. U. 1729 Martins Ferry, O.

Anfrage der L. U. 225 Knoxville, Tenn., um finanzielle Unterstützung wurde verweigert weil die G. O. Streikgelder an die L. U. bezahlt.

Appell des Newport, R. J., D. C. über die Entscheidung des G. P. wurde entlassen.

Appell der L. U. 29 Baltimore, Md., über die Entscheidung des G. P. wurde verworfen.

Appell der L. U. 247 Brooklyn, N. Y., über die Entscheidung des G. P. Entscheidung bestätigt.

Appell der L. U. 667 über die Entscheidung des G. P. Da der Appell nicht in der vorgeschriebenen Zeit gemacht wurde, ist die Entscheidung bestätigt.

Appell des Bergen County D. C., New York, über die Entscheidung des G. P. Entscheidung bestätigt.

Appell des Frank Giliard über die Entscheidung des G. P. in dem Falle desselben vs. L. U. 375 New York, N. Y. Entscheidung bestätigt.

Appell des Thos. F. Russell über die Entscheidung des G. P. in dem Falle desselben vs. Springfield, Mass., D. C. Entscheidung bestätigt.

Appell des Geo. Ratcliff über die Entscheidung des G. P. in dem Falle desselben vs. der L. U. 1693 Chicago, Ill. Entscheidung bestätigt.

Moscow, Idaho. — Appell der L. U. 1605 über die Entscheidung des G. P. in dem Falle des B. Kirby, J. W. Schuster, et al., Mitglieder der L. U. 98 Spokane, Wash., vs. L. U. 1605. Entscheidung bestätigt.

17. Juli 1913.

Alle anwesend.

Der Board bewilligte folgende Streikgelder: $312.00 Indianapolis, Ind., D. C.; $212.00 Toronto, Can., D. C.; $544.00 an die L. U. 41 Nashville, Tenn., und $1,376.00 an den Kansas City, Mo., D. C.

Anfrage des Cleveland, O., D. C. für Stiftungsgelder, verweigert.

Mitteilung der L. U. 1024 Cumberland, Md., bezüglich der bewilligten Stiftungsgeldern wurde zur nächsten Versammlung gelassen.

Bericht des 2ten G. V. P. wurde verlesen und den Akten einverleibt.

Appell des Wm. Reinke über die Entscheidung des G. P. in dem Falle desselben vs. des Cincinnati D. C. Entscheidung bestätigt.

Appell der L. U. 351 Northampton, Mass., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Appell der L. U. 1104 Tyler, Tex., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Appell des W. D. Smith, Mitglied der L. U. 256 Savannah, Ga., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Appell der L. U. 1251 Cincinnati, O., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Oneida, N. Y. — Appell des D. D. Dunton, Mitglied der L. U. 1243, über die Entscheidung des G. Sch. Entscheidung bestätigt.

Appell der L. U. 55 Denver, Colo., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Vollständige Berichte der L. U. 637 Hamilton, O.; des Los Angeles, Cal., D. C.; der L. U. 1498 Ft. William, Can.; Birmingham, Ala.; des Toronto, Can., D. C.; der L. U. 978 Springfield, Mo., und der L. U. 1069 Muscatine, Iowa, liefen ein und wurden dieselben den Akten einverleibt, ebenso teilweise Berichte von Nashville, Tenn.; des Toronto, Can., D. C.; des Boston, Mass., D. C.; der L. U. 921 Portsmouth, N. H.; der L. U. 1366 Quinch, Ill. Diesen wurde gesagt, sie sollen das übrige Geld sobald als möglich zurückzuerstatten.

Boston, Mass. — Teilweiser Bericht und Mitteilung des D. C. wurde wieder besprochen. Da der Board schon verschiedene Male die übriggebliebenen $70.80 zurück verlangt hat und der D. C. dieses Geld schon im Oktober 1910 erhielt, so wurde der G. S. beauftragt den D. C. mitzuteilen wenn er diesem Verlangen nicht in 30 Tagen nachkommen werde so würde es ihnen pro rata abgezogen werden; ebenso dem Charleston, S. C., D. C.

Teilweiser Bericht der verausgabten Stiftungsgelder der L. U. 171 Youngstown, O. Der G. S. wurde beauftragt der L. U. eine Liste der unerlaubten Ausgaben zu senden und diese aufzufordern dieses Geld an die G. O. zurückzuerstatten.

Der G. S. unterbreitete Mitteilung der L. U. 1908 Piqua, O., bezüglich des vom Board im Oktober 1910 bewilligten Geldes. Dieses wurde an das Mitglied des 3ten Distrikts gewiesen.

18. Juli 1913.

Alle anwesend.

Der Board bewilligte $180.00 an den Knoxville, Tenn., D. C., und $208.00 an die L. U. 1775 Shawinigan Falls, Can., für Streikzwecke.

Bericht von Springfield, Ill., bezüglich der Streiklage, wurde an den G. P. gewiesen.

Anfrage der L. U. 127 Derby, Conn., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion gewährt. Finanzielle Unterstützung auf später verlegt je nach dem Berichte in der G. C. eintreffen.

Vollständiger Bericht des Dayton, O., D. C. über bewilligte Gelder wurde den Akten einverleibt.

Die Bücheruntersuchung vorgenommen.

19. Juli 1913.

Alle anwesend.

Der Board bewilligte $240.00 an den Birmingham, Ala., D. C. für Streikgelder und $200.00 für Stiftungsgelder an den Baltimore, Md., D. C.

Die Bücheruntersuchung wurde weiter geführt.

21. Juli 1913.

Alle anwesend außer Kirby, welcher vor der Exekutiv-Behörde des A. F. of L. erschien, bezüglich eines Jurisdiktion-Streites.

Mitteilungen des New York D. C. und des Anwaltes Beattie bezüglich der dort schwebenden Klage. Dieses wurde an den G. P. und das Mitglied des 1ten Distrikts gewiesen.

Mitteilung des Northwestern Council of Carpenters, Tacoma, Wash., um Information in Bezug auf Freikarten, auch auf eine neue Organisation, als Shingle Weavers, Lumber Workers und Woodmen's International Union bekannt, hinweisend, auch verlangen sie einen Stifter. Dieses wurde an den G. P. verwiesen.

Da der Board hörte, daß verschiedene L. U.'en nicht die 75 Cents für voll- und 50 Cents für halb Unterstützte Mitglieder per Monat kollektieren, wie per Sektion 71 der General-Konstitution vorgeschrieben so wurde der G. S. beauftragt allen L. U.'en mitzuteilen, daß sie dieses tun müssen um von dieser Gesellschaft Unterstützung zu erlangen.

22. Juli 1913

Alle anwesend außer Kirby.

Der ganze Tag wurde zum Bücheruntersuchen gebraucht.

23. Juli 1913.

Alle anwesend außer Kirby.

Der Board bewilligte $120.00 an die L. U. 1831 Arctic, R. J.; $676.00 an den Fall River, Mass., D. C.; $224.00 an L. U. 1366 Quincy, Ill.; $156.00 an die L. U. 1820 Toronto, Can., und $284.00 an den Indianapolis, Ind., D. C. für Streikzwecke.

Omaha, Neb. — Bericht des D. C. bezüglich des Streikes dort. Keine weitere Bewilligung wurde gemacht da der D. C. noch genug von den bewilligten $400.00 haben soll.

Die Frage ob es gut wäre die Mitglieder er Pacific Coast Maritime Builders' Federation in diese V. B. aufzunehmen wurde erwogen. Der G. S. sandte folgendes Telegramm an Bruder D. Sutherland, welcher die obige Gesellschaft vertritt:

„Unterstützungsberechtigte Mitglieder der Pacific Coast Maritime Builders' Federation können in diese V. B. als solche aufgenommen werden, wie per Sektion 53 der V. B. Konstitution; ihr Rekord soll datieren von der Zeit wo sie in Eure Federation eintraten. Im Falle gesetzt, daß genug Mitglieder sind um einen eigenen Lokal-Freibrief zu erlangen so werden solche ausgegeben."

Vollständiger Bericht des Lake County, Ind., D. C. über Stiftungsgelder wurde den Akten einverleibt.

Der Board bewilligte $200.00 an die Mahoning und Shenango Valley, New Caste, Pa., D. C., welche unter Aufsicht des G. P. verausgabt werden sollen.

Appell der L. U. 73 St. Louis, Mo., über die Entscheidung des G. Sch. Entscheidung bestätigt.

Folgender Bericht des an Hand gewesenen Eigentums am 22. Juli 1913 stimmt genau mit den Büchern:

Applikationspapiere	170,000
Konstitutionen (Englisch)	15,028
Konstitutionen (Deutsch)	2,837
Konstitutionen (Französisch)	4,033
Schatzmeistersbücher	742
Vereinsgeldbücher	4,356
F. S. Quittungsbücher	1,482
Sch. Quittungsbücher	432
R. S. Orderbücher	2,299
L. U. Notenpapiere	59,100
Ritualen (Englisch)	137
Ritualen (Deutsch)	167
Ritualen (Französisch)	169
Tagebücher (100 Seiten)	215
Tagebücher (200 Seiten)	386
Ledgers (100 Seiten)	279
Ledgers 200 Seiten)	63
Ledgers 300 Seiten)	200
Ledgers (400 Seiten)	140
Ledgers 500 Seiten)	14
Datum-Stempel	4
Stecknadeln	889
Knöpfe	714
Labels (kleine)	59,197
Labels (große)	123,660

Juwelen:

Geschäftsagent Abzeichen	43
Solid Gold Uhrgehängsel	7
Gerollte Gold Ringe	63
Solid goldene Manschettenknöpfe	11
Solid goldene Stecknadeln	42
Solid goldene Knöpfe	28
Uhrengehängsel	47
Solid goldene Ringe	81

Bücheruntersuchung wurde weiter geführt

24. Juli 1913.

Alle anwesend außer Kirby

Kansas City, Mo. — Der Board bewilligte $768.00 für Streikzwecke.

(Fortsetzung auf Seite 64.)

Departement Francais

Plan pour la Consolidation de l'union des Charpentiers et Menuisiers avec l'union fraternelle des Charpentiers et Menuisieurs d'Amerique.

1. Toutes les branches amalgamées de la Société devront être enregistrées comme les unions locales de l'union fraternelle et recevront leur chartre gratuitement et recevront un numero consecutif.

2. Le système de benefice de la Société amalgamée des charpentiers et menuisiers sera retenu et controlé par les unions locales, et gouverné par le reglement et les stipulations prescrits par sa constitution. Les lois et reglements gouvernant et ayant rapport aux secours payés en accord avec la constitution de la Société Amalgamée des Charpentiers et menuisiers ne pourront être changes en amendés que par un vote des membres qui ont droit aux dits secours et le fond créé pour le paiement de ces secours devra en tout temps être contrôlé comme il est prescrit dans la constitution de la Société Amalgamée des charpentiers et menuisiers, et ne pourra en aucun cas être aliéné ou supersedé par les officiers del'union Fraternelle ou par aucune personne qui ne contribue pas à ce fond.

3. Le système de secours de l'union fraternelle des charpentiers et menuisiers d'amerique ne pourra être changé ou amendé que par un vote des membres ayant droit à ces secours et le fond créé pour le paiement de ces secours devra être en tous temps contrôlé comme il est prescrit dans la constitution de la Société Fraternelle des Charpentiers et Menuisiers d'Amerique.

4. L'Union Fraternelle des C. et M. d'Amérique aura plein pouvoir et contrôle dans toutes les questions militantes et economiques relatives aux mouvements des unions aux Etats Unis, ses colonies et dépendances, le Dominion du Canada et la Republique du Mexique.

Les unions locales devront payer à la Société Amalgamée (ou Federation) une cotisation de 10 sous par membre et par mois au siege social de l'union Fraternelle des Charpentiers et Menuisiers d'Amerique. Les membres enregistrés aux unions fraternelles locales seront exempts du paiement de la cotisation de 10 sous par mois due à la société amalgamée et auront droit à tous les privileges de l'union Fraternelle des C. et M. d'Amérique.

Cette taxe ou cotisation comprendra le paiement de l'affiliation à la Federation Americaine du Travail, au département des métiers du batiment et du congrès des métiers et travail du Canada et exemptra de toutes levées générales qui pourraient être imposées aux membres de l'union fraternelle des C. et M. d'Amerique.

Il est ici entendu et agréé que tout service et protection compatible avec ce qui a été convenu precedemment sera étendu à la Société Amalgamée dès son organisation et aussi à toute autre operation qui sera jugée necessaire pour le bien être de la société consolidée.

6. Toutes les unions locales admises sous ce plan devront être gouvernées par la constitution et les règles des conseils départementaux de l'union fraternelle des C. et M. d'Amérique dans tous les affaires de metiers. Elles seront aussi sujet à la même cotisation per capita pour l'entretient des conseils département aux.

7. Tous les membres de la Société Amalgamée des C. et M. devront à leur arrivée dans la juridiction de l'union fraternelle des C. et M. d'Amérique présenter leur carte comme evidence qu'ils sont en règle dans la société amalgamée et seront immediatement ac-

ceptés comme membres de l'union locale sans avoir à payer de droit d'entrée et seront de suite admis à tous les privileges de metier dans la localité sur le paiement de la cotisation locale per capita pour le métier et seront sujet à toutes les règles de métier de la localité.

8. Tous les membres de l'union fraternelle des C. et M. d'Amérique devront à leur arrivée dans la juridiction de la Société Amalgamée des C. et M. présenter leur livre de cotisation comme évidence qu'ils sont en règle avec l'union fraternelle des C. et M. d'Amérique et seront admis comme membres dans les branches de la société amalgamée sans avoir a payer de droit d'entrée et auront droit à tous les privilèges de metiers de cette localité sur le paiement de toute levée locales et seront gouvernés par les règles de la dite localité concernant les metiers.

9. Par ce plan de consolidation tout membre qui désire acquerir le droit aux secours payés par chaque ou par les deux organisations pourra l'obtenir en se conformant aux lois et règles qui gouvernent ces secours comme il est prescrit dans leur constitution respective.

10. Tout membre qui aura été mis à l'amende ou exclus par un vote des trois-quarts dans son union locale ou son conseil départemental pour cause, ne pourra être réadmis dans aucune union locale jusqu'au moment ou restitution sera faite ou satisfaction donnée et acceptée par un vote des trois quarts a une reunion speciale de son union locale ou de son conseil de district qui a imposé l'amende. Tout membre qui aura detourné l'argent appartenant à n'importe quelle union locale dans la juridiction de ce plan ne pourra être readmis qu'après complète restitution aura été faite. Tout membre qui aura eté mis à l'amende or exclus aura le droit d'appel comme il est prevu sous les provision de ce plan de consolidation.

11. Il est ici entendu et agréé qu'en cas ou une contention surgirait dans l'application praticale du plan ci-dessus, le président general et le secrétaire generale del union fraternelle et le président et le secrétaire du district de la société Amalgamée sont et devront être autorisés à interpreter cette contention et que leur décision sera finale pour tous ceux interessés.

Ce plan de consolidation sera en force à parter du premier Janvier, 1914, s'il est accepté par l'union fraternelle des C. et M. d'Amérique et la Société Amalgamée des C. et M., conformement à leur constitution respective.

JAMES KIRBY, Prés. Gen.
FRANK DUFFY, Sec. Gen.
DANIEL A. POST, Membre G. E. B.
ARTHUR MARTEL, Membre G. E. B.
JOHN H. POTTS, Membre G. E. B.
T. M. GUERIN, Membre G. E. B.

Comite representant l'union des Charpentiers et Menuisiers d'Amérique.

ROBT. S. THORNBURN,
Prés. du district, Etats-Unis.
THOS. ATKINSON,
Sec. du district, Etats-Unis.
WM. W. YOUNG,
Sec. du district, Dominion du Canada.
CHAS. S. BOTTOMLEY,
C. E. B.
A. S. WELLS,
G. C. 11ieme. district.
HERBERT CRAMPTON,
G. C. 10ieme district.

Comite representant l'union des Charpentiers et Menuisiers.

Toronto, Ont., Can.—Les charpentiers, au nombre d'à peu près 3,000, ont quitté l'ouvrage le 2 juin, demandant une augmentation de salaire de 42 cents à 45 cents par heure. Le demande a été accordée par la grande majorité des entrepreneurs et à peu près les quatre cinquièmes des grévistes étaient retourné sà l'ouvrage en moins d'une semaine. Les membres du Builders' Exchange ont refusé l'augmentation. La ville et le Board of Education ont accepté 45 cents comme taux régulier des salaires, mais le minisère des trauvaux publics d'Ontario a jusqu'ici refusé d'accorder l'augmentation, prétendant que le taux régulier est celui payé par le Builders' Exchange.

WEIDNER, FRANK, of L. U. 135, Allentown, Pa.

Claims Paid During Aug., 1913

No.	Name.	L. U.	Am't.
19956	Frank Abramovitz	22	$200.00
19957	John H. Brester	60	200.00
19958	David Scott	112	200.00
19959	Frederick Steinbrecker	303	200.00
19960	Mrs. Mary Carlson	774	50.00
19961	Mrs. Elizabeth Beach	1762	50.00
19962	John F. Gaul	8	200.00
19963	Mrs Mary E. Almy	35	50.00
19964	Philip J Fagan	43	200.00
19965	Harrison W. Smalls	52	200.00
19966	Robert Saville	59	113.00
19967	Edward Knoebel	60	200.00
19968	Theotine Leger	96	200.00
19969	Harry F Stout	158	50.00
19970	Chas. L. Smith	177	50.00
19971	Jacob Biehl	182	200.00
19972	Carl A. Freburg	199	200.00
19973	Philip A. Grinnell	223	200.00
19974	Mrs. Rosie Lee Pearson	296	50.00
19975	Peter Friedricks	309	200.00
19976	John W. Myers	323	50.00
19977	Fred Feix	416	200.00
19978	Timothy M. Griffin	444	141.70
19979	Mrs. Caren Petra Nilson	478	50.00
19980	Yeona Heiple	581	200.00
19981	Mrs. Mary Aube	521	50.00
19982	Albert Holy	54	200.00
19983	Elliott Asgill (bal.)	69	119.75
19984	Edward Fisher	90	200.00
19985	John Ellis Holland	484	200.00
19986	George Stumpf	2	200.00
19987	John Lichtenberg	11	200.00
19988	John B. Robinson	184	200.00
19989	Wm Dalgetty	340	200.00
19990	Rob Roy Martin	345	200.00
19991	Mrs. Rose J. Chrruti	359	50.00
19992	Albert Parmentier	390	200.00
19993	James M. White	715	200.00
19994	Henry F. Biester	1784	200.00
19995	Gauseppe Eletto	1565	50.00
19996	Martin McQueen	26	200.00
19997	Mrs. Mary Boravansky	54	50.00
19998	J. E. Ranahan	55	200.00
19999	Mrs Anna Bush	75	50.00
20000	Philias Cloutier	134	50.00
20001	W. Frank Cox	232	100.00
20002	Edward Rice	341	200.00
20003	Mrs. Georgiana Dennis	494	25.00
20004	Mrs. Mary Susan Berry	624	50.00
20005	Mrs. Nancy Miller	690	50.00
20006	Albert C. Hawkes	762	200.00
20007	Chas. J. Peterson	826	50.00
20008	Narcisse Bilodeau	859	200.00
20009	Jefferson Koehler	883	50.00
20010	Mrs. Bulah B. Curtis	887	50.00
20011	Wm. Rigsby	1216	200.00
20012	Harry Aufderheide	1596	200.00
20013	Mrs. Mary Csopek	1596	50.00
20014	Mrs. Marie N. Anderson	7	50.00
20015	B. F. Keiper	239	50.00
20016	Henry Klarman	299	200.00
20017	Philip L. Waterman..(old)	1309	200.00
20018	Patrick J. Kearns	709	200.00
20019	Harry C. Walleigh	897	200.00
20020	Herman Murphy	1155	200.00
20021	Andrew Peterson	1367	200.00
20022	Louis Leroy Watkins	1434	50.00
20023	Aleck Jacks	1582	200.00
20024	Mrs. Dolores Perocier	1633	50.00
20025	Wm Sprow	2	200.00
20026	John Sloggett	520	200.00
20027	W. L. Lathim	1774	200.00
20028	Alex Anderson	1753	50.00
20029	Mrs. Maria Liedtke	1	50.00
20030	Jerry Dillon	2	200.00
20031	Mrs Lora L. Biggs	377	50.00
20032	John Ward	434	200.00
20033	Mrs. Annie T. Reid	692	50.00
20034	Mrs. Emma C. Crum	945	50.00
20035	David O'Connell	33	200.00
20036	Mrs. Goldie Kannel	62	50.00
20037	Mrs. Mary C. Slater	100	50.00
20038	Mrs. Mayme Davis	100	50.00
20039	Erick Kronholm	112	182.00
20040	Alfred Paquette	134	100.00
20041	Mrs. Victoria Duchesne	134	50.00
20042	Mrs Maria Paquette	134	50.00
20043	Mrs. Carolina Wendt	182	50.00
20044	Mrs. Helen Bruck	242	50.00
20045	Rudolph G. Kratt	262	50.00
20046	W. F. Castleberry (dis.)	276	200.00
20047	J. M. Bailey	345	200.00
20048	Mrs. Genevive E. Cook	362	50.00
20049	G F Fitzgerald	364	50.00
20050	Louis Deeke	391	200.00
20051	Edward Senlettche	419	50.00
20052	G E. Fredrickson	430	200.00
20053	Theodore Saums	455	200.00

No	Name.	L. U.	Am't.
20054	Frank P. Simcox	456	200.00
20055	C. W. Moore (dis.)	183	400.00
20056	Wm. Rickord	514	50.00
20057	John E. Erickson, alias J. Waldin	617	100.00
20058	George Wadsworth	624	50.00
20059	Wm. Webb	673	200.00
20060	S. G. Nickerson	756	50.00
20061	Frank Cochran	863	50.00
20062	Lester M. Doane	962	200.00
20063	L. F. Ferris	1015	50.00
20064	Edward Dagon	1161	200.00
20065	Sam Olson	1347	200.00
20066	Mrs. Alwina Schuth	1367	50.00
20067	Vincenzo Berrofato	1367	100.00
20068	Allen F. Rand (dis.)	1531	300.00
20069	Mrs. Louise Arn	1790	50.00
20070	John Plath	575	200.00
20071	Wm. E. Telford	1214	200.00
20072	Albert H. Inge	1425	200.00
20073	Chas. Brichacek	1786	200.00
20074	James Beall	2	200.00
20075	Frank Grabowsky	181	200.00
20076	Mrs. Emma Crawford	191	50.00
20077	Rudolph Schumm	651	200.00
20078	Matthew L. Donnelly	774	200.00
20079	Jacob Trautman	1473	200.00
20080	Ray Enders	1527	200.00
20081	Mrs. Barbara Sklenar	1786	50.00
20082	Berry W. Williams	1687	200.00
20083	A. Simon	14	50.00
20084	Wm. Gentch	62	50.00
20085	Joseph Wear	88	50.00
20086	F. I. Bird	132	50.00
20087	Frank Weidner	135	200.00
20088	Peter Dudzinski	311	200.00
20089	Jacob Gould	369	50.00
20090	Levi J. Peiffer	492	200.00
20091	Martin Mager	613	200.00
20092	Gustav Rubbert	955	200.00
20093	Mrs. Rose A. Hoffmann	1348	50.00
20094	Joseph Kopp	1367	200.00
20095	Mrs. Della I. Bowne	1392	50.00
20096	Mrs. Katherine T. Skelly	53	50.00
20097	Mrs. Alice S. Boyce	131	50.00
20098	Joseph P. Centner	202	50.00
20099	Albert Siebert	416	200.00
20100	Mrs. Anina N. Thompson	416	25.00
20101	Charles Metzinger	537	200.00
20102	Richard W. Folkins	710	200.00
20103	Mrs. Bertha Kler	1053	50.00
20104	Mrs. Bertha Rindt	1598	50.00
20105	Albert Carlson (dis)	58	100.00
20106	G. W. Strickland	22	200.00
20107	Jacob Grabowski	26	50.00
20108	Louis Ludwig	51	200.00
20109	Albert Slapnicka	54	200.00
20110	Earl A. Mosher	187	200.00
20111	Mrs. Emma Wood	444	50.00
20112	Max Sherhter (dis)	632	100.00
20113	A. MacMichael	850	200.00
20114	C. H. Carlson	1082	200.00
20115	Henry Musterman	64	200.00
20116	Mrs. Anna Martin	67	50.00
20117	E. H. Rodrick	132	200.00
20118	Joseph Catto	409	200.00
20119	Mrs. Emma Koef	723	50.00
20120	Parker L. Laskey	1235	50.00
20121	Mrs. Minnie M. Thomas	1442	50.00
20122	Chas. L. Brown	1855	200.00
20123	N. G. Crane	627	100.00
20124	Mrs. Mary Morheiser	1	50.00
20125	Mrs. Hannah Knudson	22	50.00
20126	Mrs. Emeline S. Lewis	52	50.00
20127	Mrs. Hulda O. Wicks	198	50.00
20128	Mrs. Martha M. Smith	746	50.00
20129	Mrs. Alice Marguison	1927	50.00
	Total		$22,856.45

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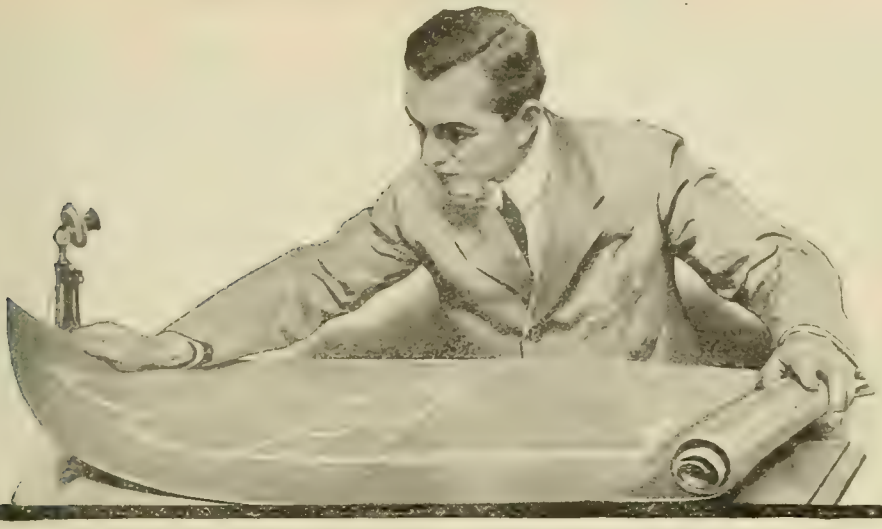

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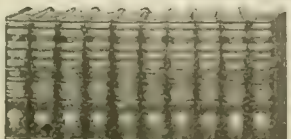

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(Fortsetzung von Seite 55.)

Mitteilung der L. U. 41 Nashville, Tenn., bezüglich des Streikes, wurde an das Boardmitglied des 4ten Distrikts gewiesen.

Anfrage der L. U. 525 Coshocton, O., um Unterstützung für Fluthleidende, wurde an das Mitglied des 3ten Distrikts gewiesen.

Die Bücherunterfuchung wurde geschlossen. Der Bericht des Bucherperten wurde mit den Büchern verglichen und wurden die Bücher für korrekt befunden.

Hierauf erfolgte Vertagung bis zum 13. Oktober 1913.

Frank Duffy, Sekretär.

Montevideo, Uruguay, Aug. 9.—It is recorded from Montevideo that the Chamber of Deputies has accepted a law providing a legal eight-hour day for all workers engaged by state or local authorities.

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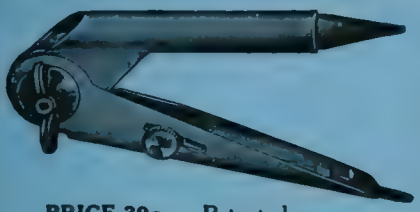

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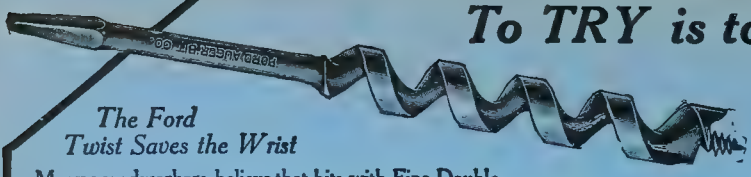

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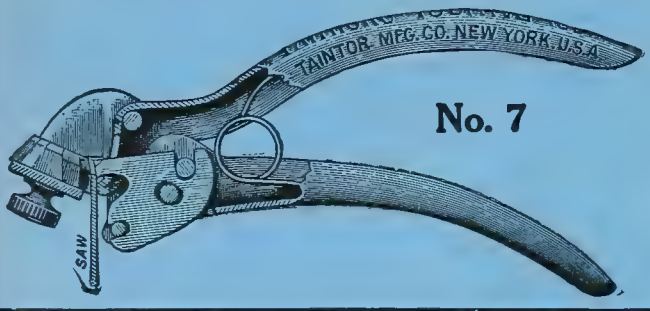

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INDIANAPOLIS, OCTOBER, 1913

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IN THE TWILIGHT

By MARGARET SCOTT HALL

O worn out workman, in thy humble cot,
Type of ten thousands of the multitude,
Who labor on perforce, complaining not—
Be thine the peace sustained in brotherhood;
From life's beginning, even to its end,
Trouble and weariness have been thy part;
With twilight shadows now, sweet dreams attend,
To soothe with hope of rest thy tired heart.

Thy poverty's sore need wouldst strive to hide,
And thou wouldst suffer still in silent pride;
Thy life's work done—when twilight shades appear
'Tis quitting time; rest and reward are near;
Yet, all through life's gray morn, gray noon, dark night,
Survival of the fittest stands for Right.

THE PALACE OF PEACE

(By Prof. Ezra G. Grey.)

MANGLED bodies, shattered limbs, heaps of slain and almost every form of human shape and countenance destroyed, and multitudes of things, animate and inanimate, trodden under foot or scattered — or scattering—to save life; ah, that is war, awful, dreadful, calamitous war—war that spills human blood and wounds and maims and ends human life; and why? To satisfy mad ambition and the demands for lust, power and greed. No matter what country it be, if it is a civilized one, its broad spirit will nevertheless search for and find not only the universal state of peace, but the place where may be conceived, nourished and developed into robust existence the vigorous form of animate peace. Let us have peace!

Is not our age a civilized one? Yes, only the civilizing influences of developing intelligence, discovered knowledge and advanced education do not yet cover this wide, wondrous world with their enlightening offices. Nevertheless and notwithstanding there is one place on earth to which civilization looks to point a universal condition in which war between nations and among their people will neither be known nor countenanced. That place is The Hague. There on the 28th day of last August, a Palace of Peace—peace among and between nations—was dedicated in the presence of a queen, a prince consort, other royal personages, men of prominence in art, sciences, state diplomacy, political thought and action, financial spheres, philanthropic societies and social circles, but none who really represented the common people.

What strikes one's particular notice is not that the dedicated edifice has any architecture distinctive of superior beauty, majesty or height or stands alone or unequaled in the world, but that the structure, magnificent though it is, cost just one man a million and a half of dollars. That large sum was, however, his own personal gift to promote and further a purpose which he believed would, and it may, benefit the entire human race. It has been stated—we are not sure that it has ever been denied—that his annual income exceeds four times the sum of his gift. It must be so, and even more, for it is known that his annual gifts, principally to educational institutions, seldom are less than the amount expended in the erection and completion of The Hague palace.

What is also specially noticeable is that the orator-in-chief of the occasion —a known linguist, broad of knowledge, phrased his oration in French, German, Spanish, Latin, Greek and English. Though full and free in eloquence and rhetoric, it was evident that his effort was not to display his ability to address his auditors in many languages, but rather to utilize those in use by the more powerful and recognized governments, since their official representatives were present. As one sails, as it were over his broad oceans of oratory and notes his efforts to lead into swelling changes, it can not but be seen that the channel of his desire was to reach the unrepresented class of humanity and human affairs. This rises to view in his assurance that the opening of the palace was "an important page in the history of arbitration," and that "within its chambers of amity all controversies might and should be settled from the moment contending parties desired settlement." By at least assumption, one may infer that no great question, concern or affair affecting amicable relations between man and man, was to be denied settlement in the chambers of the Palace of Peace. What a hope lies in his assurance!

Had it any prospect of permanency? No; for after all it was only a hope be-

fore which rose no bright aspect of realization. The conclusion that the aspect is merely visionary is sad, but still sadder is the fact that nowhere in this wonderful world has capital, or any other power, element or factor, erected or dedicated a palace; nay, not even a plain, ordinary assembly room wherein the voice of industrial peace would be permitted to rise in supreme comity and concession and in the exercise of reasonable command to quiet and hush the harsh and overbearing tongue of insatiate wealth and power against the complaining tongue of labor.

Labor is wealth, but it has neither wealth nor unity great and strong enough to erect any grand or modest temple and devote and dedicate it exclusively to the promotion and maintenance of industrial peace. In its solid bodies, especially the American Federation of Labor, it has a powerful voice always calling for a reign of industrial peace. What that voice emphasizes in pleading notes is, however, for a regency of happiness, prosperity, intelligence, educational, moral and social advancement for the laboring masses. Such a regency makes for human good and history records no greater, nobler deeds for humanity than those which modern labor organizations have performed in behalf of the toilers.

It is opposition to such enlightened action that creates in the breast of toilers a spirit of defense, and only a greed for power and profit will uphold such antagonism. Thus do capital and labor confront each other. One has the means to erect a Palace of Peace, the other is penniless to carry out its desire for such an edifice. One enters the doors of The Hague palace and is welcomed; the other finds them closed to it, but keeps on and on and on in its struggle for the uplift and freedom of the toilers of the world. That is why humanity enlists under its banners.

ECONOMY IN GOOD MATERIALS AND WORK

(By Warfield Webb.)

HEN anything goes wrong with a new building, that is with any of the materials placed therein, the contractor or builder nearly always learns of it very soon thereafter. Frequently there is not a very thorough or efficient investigation made as to the causes; these are left for the man who constructed the building to ascertain, and to remedy, too, generally because he is the most likely one to blame. As to his culpability, much depends upon the circumstances governing each case. Sometimes the blame is just and at other times it is very unfair. In either instance there will arise some unpleasantness, loss of time, annoyance, expense, and, frequently, more or less actual monetary loss in seeking to right the evils.

It is so very easy for trivialities to arise, grow over night into mountains and become sources of a very trying nature. They can be avoided in many cases, much depending upon the contractor himself to steer clear of them. A given number of rules must be planned and put into effect, not alone by himself, but likewise by everyone with whom he is connected, but more particularly those who are employed by him. These rules must embody the hiring of good men only. The work of these men must be of the highest order always. They must be trusted to do a certain portion of the work without continual supervision and instruction.

Care in the selection and purchasing of materials, of any description, must be considered with sufficient ability to be a guarantee that such materials will

come up to the standard you have ordered. Inferiority in material has as much, if not more, foundation for complaint than all other troubles. One can hardly take an inferior portion of structural material—even in the lesser grades—that are to be placed in an obscure section of the structure and hope for satisfactory results. The chances are much against the man who does the work, and the contractor will be sure to hear of it in a short time—to his discomfiture.

To be a good judge of materials that are meritorious demands a knowledge of such that does not come without care and detailed study. If such are purchased from a reliable company there is only a minimum of danger that there will be any fault to find with such; even then the trouble will possibly be an accident and the damage readily adjusted. No large company can afford to sell inferior materials. No reputable contractor can afford to buy inferior materials—even for an inferior contract. He had better not accept such work, rather than injure his reputation by complying with the demands that this kind of work necessitates.

There are some owners who do not quite grasp the importance of having only the best. There are some architects who, eager to please their client, will urge work and permit the use of materials that are at least worthy of closer inspection. It is due, in many cases, to a desire to make a hurry-up and early-completed job. Perhaps there may be difficulty in obtaining the proper kind of materials. The lumber, for instance, may have not been given sufficient time to dry out. The concrete will be green. The brick just a little different in texture or quality. The plaster not given sufficient time to dry out. There are so many possibilities when we are in a rush, and the faults will be the soonest to stare us in the face.

Many of us have noted the evil results of this undue eagerness. We have taken chances that were ill-advised, with the hope that there will be no cause for complaint. It is always the things that we endeavor to hide that soon arise to accuse us when the occasion is the least propitious. It is always the hidden thing that comes forward and makes extra cost and labor for the man who had sought to hide it so securely.

If you are going to substitute, for instance, it will be well, even if the matter is of little apparent importance, to have the consent of owner or architect, and this in written form, so that there will be no cause to dispute it when the contract has been completed and you have passed it on to the proper persons for the finishing touches. To obviate any differences, this should be incorporated in your rules and there should be no deviation from it as might be possible in certain instances.

In laying hardwood floors one finds instances of gross neglect, not so much in the quality of the material itself but often in the disregard for common sense in laying it. Frequently, before the building has been half completed the floors are laid. What is the natural result? Can a floor withstand the rain, sun and even snow, at times, and still be certain to give any fair amount of satisfaction when the building has been completed? The floors are an important consideration, and there would be a far greater number of satisfactory jobs if the floors were not laid until the last, or, at least, until the building had been under roof and the windows in place.

One finds green lumber in the sash, the doors, and the interior trim sometimes. It has been dried in an inferior way and there can be no satisfaction in this kind of material. The plaster is inferior and poorly placed on the walls. The plumbing is lacking in essentials to make it desirable. Concrete is inferior; it is made of poor materials or is still green when the curtain walls, floors and other portions of the building are added. The brick are not properly burned; they are inferior in other respects. The hardware is not up to the standard demanded. Is it any wonder that some-

times there are complaints, and just ones, too?

The careful contractor will make rules and will abide by them. He will purchase from reliable concerns only and purchase only that which can be depended upon. He will hire only the best help, and he will pay them wages that will insure their service. He will make his rules strict, but there is wisdom in doing this. His reputation is of more value to him than one or two jobs or any number of dollars that might be gained by employing inferior help or in using inferior material.

In order to be successful it is easier to adopt and adhere to rigid rules and to plan ahead what you intend to do than otherwise. There will be more lost on one contract that demands a considerable amount of work done over, and an installation of materials that cost money, than you can make up on several additional ones. If you have been given the general contract keep before you the importance of sub-letting only to best special men and workers. Do not hope to break even and to come out all to the good in a matter that demands so much care. Sublet to men only whose confidence you have. They may be a trifle higher at times, and there will be some drawback on this account, but this should not deter you from doing that which will insure your own good name.

In seeking to avoid these pitfalls, which confront every contractor, they can easily be made to disappear just as soon as one comes to see the importance and the good sense of having a business system and a regard for this system. One should not consider it of too much concern to go to any reasonable amount of trouble in making possible his own future, and this is best accomplished by leaving behind him a record for work that will bear the closest inspection from all sides.

THOUGHT AND ENTERPRISE

(By Margaret Scott Hall.)

Only a thought, but the work it wrought
Could never by tongue or pen be taught;
For it ran through a life like a thread of gold,
And the life bore fruit a hundred fold.

ADD a little enterprise, a little resolute action, and active, intelligent thought will show the way to accomplish most things desirable for advancement.

"As a man thinketh in his heart, so is he." Think to some purpose and live up to what you think. In the realm of endeavor and achievement, the power of thought, to become vital, must have energy behind it. There is something we would like to do, to learn or to acquire—enterprise will turn the trick and the wish will become a reality. Wishing, without courage to act, will never amount to anything; arise, then, and determinedly strive to accomplish whatever you aim at with all the intensity and earnestness God has given you, and then if you fail to realize your aspirations you will be none the worse for your experience.

"Hold the right thought," and hustle, and enterprise will most likely see the thought materialized. Organized labor has found this method effective in attaining an unparalleled success beyond even its own most sanguine dreams.

Such an attitude of mind, either individually or collectively, develops fraternity and also teaches love and patience. It looks for the good that it believes to be in the worst of us, and thinking good instead of evil, leaves a thread of gold that may prove a life line to a soul submerged.

The lessons of the labor union, for instance, may be superficial knowledge and

only a primary study for those who are favored of fortune and blessed with plenty, but the same lessons become a practical study for the toiler. Of inestimable value to him, the lessons of unionism lead up to and promote the development of natural abilities and untrained faculties.

The path of any self-made man is strewn with anything but roses. Hardship and adversity promise a discouraging prospect to a timid adventurer in the realm of possibility, but be not discouraged. Thought and enterprise, kindness and patience, determination and endurance, courage and hope are worth cultivating, but greatest all the time and forever for one who strives alone is perseverance which is the chief attribute of success.

Enthusiasm is a great help to any cause. Believe in your undertaking. Take an active interest in your organization. From shoving a jack plane to running a monthly journal the U. B. of C. and J. has to encounter many problems peculiar to its craft. The good brother may be sure if these problems are to be solved correctly for him and his fellow members, he must get busy himself.

Labor and not capital will accurately work out its own problems. If they result advantageously for the trades union, it will not be the result of capital's finding. Thought and enterprise have made a fine showing for the workers. Keep it up. Progress is the result of strength of thought and enterprise of attempt.

In the last few years organized labor has passed over some of the roughest roads it has ever known. It has lived through the strenuous ordeal of unjust accusation and survived the cruel humiliation heaped upon it by its eager calumniators. Hatred and scorn would have placed organized labor on trial for an individual's crime, but clean and clear it came through the crucible of base suspicion. Neither dynamiting outrages nor the reprehensible systems causing such extremes could be fastened upon organized labor by its enemies.

Fortunately facts are more eloquent and convincing than argument for acquittal, as may be shown in a review of organized labor's work. Thought and enterprise occupy a prominent place in the policy and government of organized labor. In its struggle for better conditions for the people, intelligent reasoning rather than brute force directs its conduct. Recrimination and abuse of the privileged few would never convince capital that a monopoly of the country's resources is not the proper method of promoting national prosperity. Violence would never convince the world that trusts are illegal, or that unemployed men with their families of hungry, ragged, homeless children are not in a position to appreciate the ostentatious philanthropies of American millionaires.

Notwithstanding drawbacks and stumbling blocks every step of the way, and in every direction where labor unionism has struggled for advancement, a gratifying progress is traceable up to the present moment. Encouragement for co-operative thought and enterprise on the part of labor as a unit has never been more evident than now. True, the ever-menacing problem of the unemployed is a grave fact, offsetting the universally improved conditions for labor in every craft. However, through better environment, shorter hours and higher wages, organized labor may reasonably hope sooner or later to mitigate if not eliminate this evil from the industrial tangle. The public is making a conscientious effort to study industrial conditions, learn the importance of economics and understand the tragedy of unemployment. The thought and enterprise of organized labor have not been in vain. Then, along whatever line we work for the world's betterment, let us hope for the best, remember there is *strength in union* and rejoice with the poet that:

There are loyal hearts, there are spirits brave,
There are souls that are pure and true;
Then give to the world the best that you have,
And the best will come back to you.

THE LAW, IS IT JUST?

(By Joseph Owen.)

O much has been written regarding "The Law" that it would appear the subject were threadbare, but such, we regret to say, is not borne out by scrutinizing the decisions rendered.

If the law is just, and we are not going to controvert that question at this time, then there must be something the matter with the interpretation of it. Of course, we cannot say that this is the trouble with the law—but that simply wherever the human equation, so to speak, is present—the interpretation is placed, more or less, in the hands, and at the caprice, of the individual.

We are not quarreling, and should not hector, about the laws as set out in our several State constitutions and as exemplified by our many statutes. We have criminal statutes defining "assault and battery," and "routs" and "riots," and adequate punishment for them; we have statues defining "attempted arson" and "arson," and "libel and slander," and adequate punishment for them.

This is true and it cannot be successfully controverted. Now, as this is a fact, will some one please step forward and tell us in language plain and explicit, without repetition, so that a man of ordinary understanding can comprehend, why the judges of our courts have the right (?) to issue injunctions prohibiting such things as they say may occur?

Originally, the chancellor to the king was, so to speak, the keeper of the king's conscience and as the wrongs grew which were not triable under the hard and fast rules of the old common law, the cases for the king to decide grew and, of course, he in turn referred them to his chancellor, and the chancellor, by and with the consent of the king, organized other inferior tribunals, and each one delegated to itself the old ancient rule as "keeper of the king's conscience" and thus grew up our equity courts.

Contempt of court was nothing more anciently than in legal nomenclature, under the equity rules, a defense of the king's honor and, as the king came to delegate his authority to others, the power to punish for contempt was simply "appropriated" by them.

In the famous debates between Lincoln and Douglas, after the Dred Scott decision was rendered by the Supreme Court of the United States, Douglas said he would bow in deference to the ruling of the court, wherein the court had said that the slave was property and should be returned to his master, and that he did not intend to appeal to any tumultuous town meeting upon the constitutionality of such an act, but would obey, respect and bow in submission to the rulings of that august tribunal.

Lincoln in reply to that speech said, in part, that he would let the decision abide the ruling of the court, but that "we (meaning the people) will reverse that decision. Somebody has to reverse that decision, and we mean to do it."

Did the Supreme Court cite Lincoln for contempt in that instance? Did they cite him for contempt for being in opposition to a ruling of that "august tribunal?" Did they ask him to bow "in deference to them" in their sixteenth-century ruling? No, they did not, because he was then recognized as the champion of the people; as one of the powers to be recognized and as one of the probable powers of the government; and they did not dare offend him, even though their dignity was sorely tried by his utterances.

Now, then, from the time "when the mind of man runneth not to the contrary" men influential in the States and Nation have attacked and refused to obey the mandates of the courts, and

have we ever heard of them being fined for contempt? Jefferson, Lincoln, Johnson, Roosevelt and scores and scores of others have criticised the courts, and did you ever hear of any of them being haled before the courts and fined for contempt?

One of the most notable cases where State officials refused to obey the mandates of the U. S. courts was in the case of Abelman vs. Booth 11, Wisconsin, 498. Originally in that case the inferior Federal Court undertook to punish Booth because he helped a fugitive slave to escape. The Wisconsin officials, acting under orders of the State Supreme Court, set Booth at liberty and when the case reached the United States Supreme Court, 21, Howard, 506, that "august tribunal" very pompously and learnedly reversed the State Supreme Court. But no one paid any attention to their findings and Booth remained at liberty.

Did the U. S. Supreme Court cite the Wisconsin officials and members of the State Supreme Court for contempt? They did not, neither did they dare to for the reason that the people were then ready to commit any act to assert State rights as sovereign to any federal rights, usurped and filched from the people. And it would have taken very little force at that time on the part of the national government to light the fires which might have destroyed the Supreme Court entirely.

The law books are full of cases where the "dignity of labor," the "sacredness of toil" and the "calloused hands of those who make the world's wealth are exploited," but when you get down to brass tacks, the decision usually ends up with enjoining the men from exercising a part of their rights which the constitution of their State is supposed to guarantee. Most of the constitutions of the States, and the constitution of the United States, guarantees each citizen the right to "life, liberty and pursuit of happiness," and allow me to say that it is generally only "the pursuit of happiness" that the workingman realizes. He never overtakes it.

When we get down to a discussion of the real rights of labor they are usually, as the courts construe the cases, so vague, indefinite and ephemeral that I have never yet found a court which could, in plain and unambiguous language, say what rights labor honestly had.

For instance, many courts say that peaceable picketing cannot be enjoined; yet how easy is it for the employer to hire some "rough-neck" to start trouble, and then the boss, instead of going to the grand jury or police, will do a "marathon"—in his automobile—to some equity court, and the honorable judge, without hearing the other side of the question, grants a preliminary injunction, always looking for an opening to bow in subservient submission to the supplication of a supposedly wronged dollar-worshipping employer.

If the judge wanted to be fair, and much as we regret to say it, it does not appear that he does, he could say that this was a "riot" and connected therewith was "assault and battery;" "get you gone; take your case to the police and grand jury, those co-ordinate branches of our judicial and law-upholding system established by the people ages ago for the protection of the rights of the people; with this I will have nothing to do." Unfortunately, however, they don't do this; they are always too ready and willing to listen to the demands, if you please, of those who wear the purple raiment, and never ready to heed the honest protest of those with the calloused hands.

Oh, courts! Let us say to you in the language of our fathers, in the language of those who builded the lasting foundations of this republic, that we prefer honor to wealth; manhood to vassalage; truth to deception; humanity to idolatry; and right before might.

Equality before the law is all we ask; is all we seek; and if the rights of the workers cannot be equitably and fairly interpreted by those to whom we have trusted our destinies, then the time will come when, by one fell stroke, we will practically eliminate, by the ballot, that

branch of the government responsible for these complaints, and in whom lies the power to alleviate the industrial wrongs with which labor is burdened and under which labor is staggering at the present time.

SOME NOTES ON ANTIQUE LOOKING-GLASSES

(By George Cecil.)

UR great grandmothers — very many times removed — either had more time to devote to tittivating before the looking-glass or were content to see only a portion of themselves at a time, for, until the reign of Charles I, mirrors were small, so small, in fact, that they could have been of but little use to a lady of quality. Prior to those comparatively enlightened days looking-glasses were little larger than a modern shaving-glass, but, with their polished steel surface, in place of quick-silvered glass, and gold, silver, ivory, horn, shell or ebony frames, they were things of beauty, if not very useful. According to Von Falke, glass was first mentioned in a register of the year 1239, and looking-glasses—a development of glass-making—were in some request in England as far back as the time of Henry VIII, when they were brought over from France. Litchfield, that eminent authority, has it that looking-glasses (as we know them) were framed and made ornamental at about the time of the adoption of the picture frame, a fashion which first found a vogue in the early part of the sixteenth century, and has never since been discontinued.

The serious-minded American or English woman has always taken the domestic view of mirrors, and has kept them for the reflection of her charms, while the French idea is the same, only more so; a room may be panelled and even ceiled in looking-glass to please its occupant. But the credit of using quick-silvered glass with the greatest effect really lies with the natives of India, whose quaint and unique mirror-mosaic work (which originated in Cashmere) is thought so much of by American connoisseurs who have visited Lahore, Delhi, Agra and Jeypore. It is attained by the introduction of looking-glass inlaid in small pieces among the details of ornament in the screens, curtains, beds, doors, ceilings, and walls of the palaces and temples. Although this mixture of materials is, apparently inappropriate, it is in reality not only very rich, but extremely effective. Equally interesting are the early attempts by native cabinet-makers to copy the looking-glasses imported by wealthy Anglo-Indian "nabobs" in the days of the English, Dutch and French occupation of India; and the original mirrors which adorned the "bungalows" of dead-and-gone rulers always appeal to the expert. Could some of these be sent "home" they would, probably, be welcomed by the collector. For did not Francis look into this mirror before shaving on the morning of the great duel? How anxiously must Warren Hastings have awaited the arrival of the East Indiaman laden with an English looking-glass destined to make his colleagues turn green—or, rather, yellow—with envy. And how the few Calcutta ladies of Job Charmock's day cursed the glass which showed what ravages the climate had made on their complexions. These mirrors would in themselves form an interesting collection.

It is seldom that one has the good fortune to come across a mirror frame in Elizabethan carving; they are, perhaps, the rarest of all. The first of its kind—to again quote Litchfield—is at Goodrich court, and is decorated in the profuse style of the Renaissance with

cupids, wreaths and pilasters. The collector of antiquities who happens on a looking-glass of the Elizabethan period would be wise to buy it at all cost, for so valuable a find cannot fail to command its price, and to eventually yield the owner a handsome profit.

Not till the end of the seventeenth century was glass made in large plates, but no sooner was it known in England that the Venetians were making long looking-glasses, than some enterprising commercial people started factories in London, and faithfully copied the Italian models, some of which were painted and engraved, and all richly framed. Later there appeared the pier glass, and in the early part of Queen Victoria's reign the cumbersome cheval glass made many ladies happy, until, with the advance of civilization, the modern cabinetmaker's intelligence and the development of taste the late nineteenth century wardrobe looking-glass was evolved.

In many an old country house one may come across beautiful, old mirrors and looking-glasses. At Langleys, Essex, England, the home of Colonel Tufnell, there is a particularly fine folding dressing-glass in a cedar frame, which formed part of the dowry of a lady who married into the Tufnell family a couple of centuries ago. Mr. Edward Frampton, the painter on glass, also has a fine collection of some twenty concave mirrors, several of which are at his house at Sutton, and some in his London studio. These were found at places on the south coast.

An antique looking-glass, or wall mirror, if not indispensable, to the woman who seeks to make her sitting-room attractive, is at least a decorative and interesting piece of furniture. And even if the scheme of decoration is modern, such a looking-glass will not be out of place.

UNEMPLOYMENT AND IMMIGRATION

(By John Mitchell.)

The United States is the only great industrial country that has not taken up the problem of unemployment and endeavored to mitigate its deplorable effects.

Neither the national government nor that of any State has any adequate or systematic means of ascertaining the number of unemployed at any given time in any community.

With us in America the problem is exceptionally complicated, through the factor of an immigration unknown to all other countries.

Were we to adopt measures for the relief of the unemployed similar to those in practice either in Germany or Great Britain, and make no provision for excluding immigrants from their operation, the risk would be encountered of simply providing better means than at present exist for distributing newly-landed immigrants throughout our country, to get work which might be done by labor already here.

For a century this government possessed in its unappropriated natural resources an ever-reliable absorber of labor seeking employment. Those resources no longer perform that function directly, except in a limited degree.

We have arrived at the state at which social action in some form must to an extent take the place of the individual effort which in the past could be depended upon in a land of opportunities, the principal of which, the free West, was continuously open.

A Federal commission has reported that our labor market is overstocked, especially in unskilled occupations.

Such is our national situation with respect to employment, and its reverse, unemployment, viewed in its broadest scope and features. It is by this view that judgment on the question must be reached.

If we permit ourselves to approach the subject merely as guided by personal experience, or the interests of one element

or another in the community, or the observations of investigators who for any reason do not go on to the end of their work, we may arrive at imperfect conclusions.

Some workingmen are rarely out of employment; they are the strong, the capable, the energetic. If they look no farther than their own experience there is no such thing as unemployment.

Unfortunately for the cause of truth, the fact is that many men, in and out of the wage-earning class, solve every social problem—to their own satisfaction—merely in the light of what they themselves have seen or gone through.

Many employers cannot find workers when they want them; they consequently become irritated when told that much labor is idle and say that the reason for it is to be found in sloth.

Employers whose work fluctuates by seasons make widely known at the beginning of their live season their plaint of inability to find their complement of workers at short notice; they send out no signals of distress, however, at the beginning of their dead season, when they dismiss all but a skeleton of their force.

Social investigators may record such facts as that snow-shovelers in midwinter are scarce, despite the cry of unemployment; they perhaps may not give due weight to the explanation that city out-of-works are indoor workers, unaccustomed to heavy muscular effort.

No; such narrow views are not sufficient. The subject can only be grasped nationally, or by large areas of the country and by taking into consideration, besides the category of wage-laborers, all sorts and conditions of men and women who offer their labor, manual or mental, for compensation. If we so proceeded we shall find in America a state of economic affairs relative to employment unlike that existing in any other country.

With the wage-earners given steady employment, at living wages, society might proceed to answer all the other problems of the human race in comparative peace and happiness. But this is a long stage beyond any yet sought by the nations that have given the problem of unemployment the most attention. They have gone no farther than to try to keep the unemployed wage-earners just about alive and to put them in connection with employers.

In this work Germany has taken the lead, enabled to do so through her State systems of insuring and pensioning the laborers, of rendering aid through trade union and other voluntary administrations, and of maintaining labor bureaus and temporary lodgings for the unemployed.

Great Britain is now in the second year of experimenting with a national system of government labor bureaus, from which much was expected as a step supplementary to old age pensions, but which has been the subject of criticism by some of the trade unions.

It is to be seriously doubted whether our working class population in America can be helped much through the European point of view with regard to the wage-workers.

Well, what can be done for our unemployed? Alas! it is, in the end, one of the deepest questions confronting our government, our civilization, our social system. An enormous practical relief to our wage-workers could be given through governmental measures such as these: Restriction of immigration, a steady development of the policy of reclamation, with new adaptations of our homestead law to the reclaimed lands, and persistency in the suppression of legalized privileges. In such methods lie increased opportunity and decreased exploitation for the masses.

Existing voluntary systems in this country, such as trade union labor bureaus, advertisements of labor supply and demand through the press, and industrial insurance, are more advanced in promoting working class interests than similar institutions in Europe.

The American "way out" would seem to be through seeking economic justice and improving voluntary organizations and systems.

THE DIGNITY OF LABOR

Among the many eulogies of labor which have become almost classic must be ranked that made by Newman Hall—a well known figure in British public life in "the early eighties." The address was delivered at Exeter Hall, London, in February, 1855. It is well worth reproducing today. We quote the most striking passages:

"There is dignity in toil—in toil of the hand as well as toil of the head—in toil to provide for the bodily wants of an individual life, as well as in toil to promote some enterprise of world-wide fame. All labor that tends to supply man's wants, to increase man's happiness, to elevate man's nature—in a word, all labor that is honest—is honorable, too. Labor clears the forest and drains the morass, and makes 'the wilderness rejoice and blossom as the rose.' Labor drives the plow and scatters the seeds and reaps the harvest and grinds the corn and converts it into bread, the staff of life. Labor, tending the pastures and sweeping the waters as well as cultivating the soil, provides with daily sustenance the nine hundred millions of the family of man. Labor gathers the gossamer web of the caterpillar, the cotton from the field and the fleece from the flock, and weaves it into raiment soft and warm and beautiful, the purple robe of the prince and the gray gown of the peasant being alike its handiwork. Labor molds the brick, and splits the slate, and quarries the stone, and shapes the column, and rears not only the humble cottage, but the gorgeous palace, and the tapering spire and the stately dome. Labor, diving deep into the solid earth, brings up its long-hidden stores of coal to feed 10,000 furnaces and in millions of homes to defy the winter's cold.

"Labor explored the rich veins of deeply-buried rocks, extracting the gold and silver, the copper and tin. Labor smelts the iron, and molds it into a thousand shapes for use and ornament, from the massive pillar to the tiniest needle, from the ponderous anchor to the wire gauze, from the mighty flywheel of the steam engine to the polished purse ring or the glittering bead. Labor hews down the gnarled oak, and shapes the timber, and builds the ship, and guides it over the deep, plunging through the billows, and wrestling with the tempest, to bear to our shores the produce of every clime.

"Labor, laughing at difficulties, spans majestic rivers, carries viaducts over marshy swamps, suspends bridges over deep ravines, pierces the solid mountain with its dark tunnel, blasting rocks and filling hollows, and while linking together with its iron but loving grasp all nations of the earth, verifying, in a literal sense, the ancient prophecy, 'Every valley shall be exalted, and every mountain and hill shall be brought low;' labor draws forth its delicate iron thread, and stretching it from city to city, from province to province, through mountains and beneath the sea, realizes more than fancy ever fabled, while it constructs a chariot, in which speech may outstrip the wind, and compete with the lightning, for the telegraph flies as rapidly as thought itself.

"Labor, a mighty magician, walks forth into a region uninhabited and waste; he looks earnestly at the scene, so quiet in its desolation; then waving his wonder-working wand, those dreary valleys smile with golden harvests; those barren mountain slopes are clothed with foliage, the furnace blazes, the anvil rings, the busy wheel whirls round, the town appears, the mart of commerce, the hall of science, the temple of religion rear high their lofty fronts, a forest of masts, gay with varied pennons, rises from the harbor, representatives of far-off regions make it their resort, science enlists the elements of earth and heaven in its service; art awakening clothes its strength with beauty; civilization smiles, liberty is glad, humanity rejoices, piety exults, for the voice of industry and gladness is heard on every side.

"Working men walk worthy of your vocation! You have a noble escutcheon,

disgrace it not. There is nothing really mean and low but sin. Stoop not from your lofty throne to defile yourselves by contamination with intemperance, licentiousness, or any form of evil. Labor, allied with virtue, may look up to heaven and not blush, while all worldly dignities, prostituted to vice, will leave their owner without a corner of the universe in which to hide his shame. You will most successfully prove the honor of toil by illustrating in your own persons its alliance with a sober, righteous and godly life. Be ye sure of this, that the man of toil, who works in a spirit of obedient, loving homage to God, does no less than cherubim and seraphim in their loftiest flights and holiest songs."

Continuation Schools

In his admirable report to the Commercial club of Chicago on vocational education in Europe, Edwin G. Cooley points out that Prussia contains roughly three million youths between the ages of fourteen and eighteen, of whom two millions are at work. They go to work for the same reasons that an overwhelming majority of our own youths quit public school at fourteen or under. Our census of 1900 shows a million seven hundred thousand children under fifteen employed as breadwinners; but a child in the United States who leaves public school gets no further educational aid from the State, though usually he is then in the most formative period of his life. Prussia manages it differently, and about three-fifths of her working boys under eighteen years of age attend continuation schools.

By arrangement with employers working youths attend these schools a few hours each week—not at night, when they are tired from a day's work in the shop, but in the daytime. At Munich, for example, they attend one whole day or two half days a week. They receive vocational training in the craft or calling that employs them, and cultural training that takes its cue from the pupil's bread-winning occupation.

A boy working in a cooper shop is taught cooper-shop arithmetic. The idea is to blend education and work—to link the school with the youth's actual daily breadwinning experiences. Munich maintains fifty-two continuation schools, and the yearly cost to the city is only sixteen dollars a pupil.

Naturally, employers objected to surrendering half a day of the youth's time twice a week—that would disorganize the shop and interfere with the production of tubs; but from a national point of view producing good tubs is less important than producing good citizens. The arrangement now works satisfactorily all over Germany. A state educational scheme like our own, which stops short at the threshold of industry—when an overwhelming majority of youths enter industry before they are eighteen—is obviously a good deal of a failure.—Saturday Evening Post.

Tool-Chest Romance

It is plane that I love you, he began.

Is that on the level? she asked.

Haven't I always been on the square with you? he urged.

But you have so many vices, she remonstrated.

Not a bit of it, he asserted.

What made you brace up? she queried coquettishly.

The fact that I saw you, he replied, with a bow.

I ought to hammer you for that, she answered saucily.

Come and sit by me on the bench, he urged.

Suppose the others should file in? she murmured.

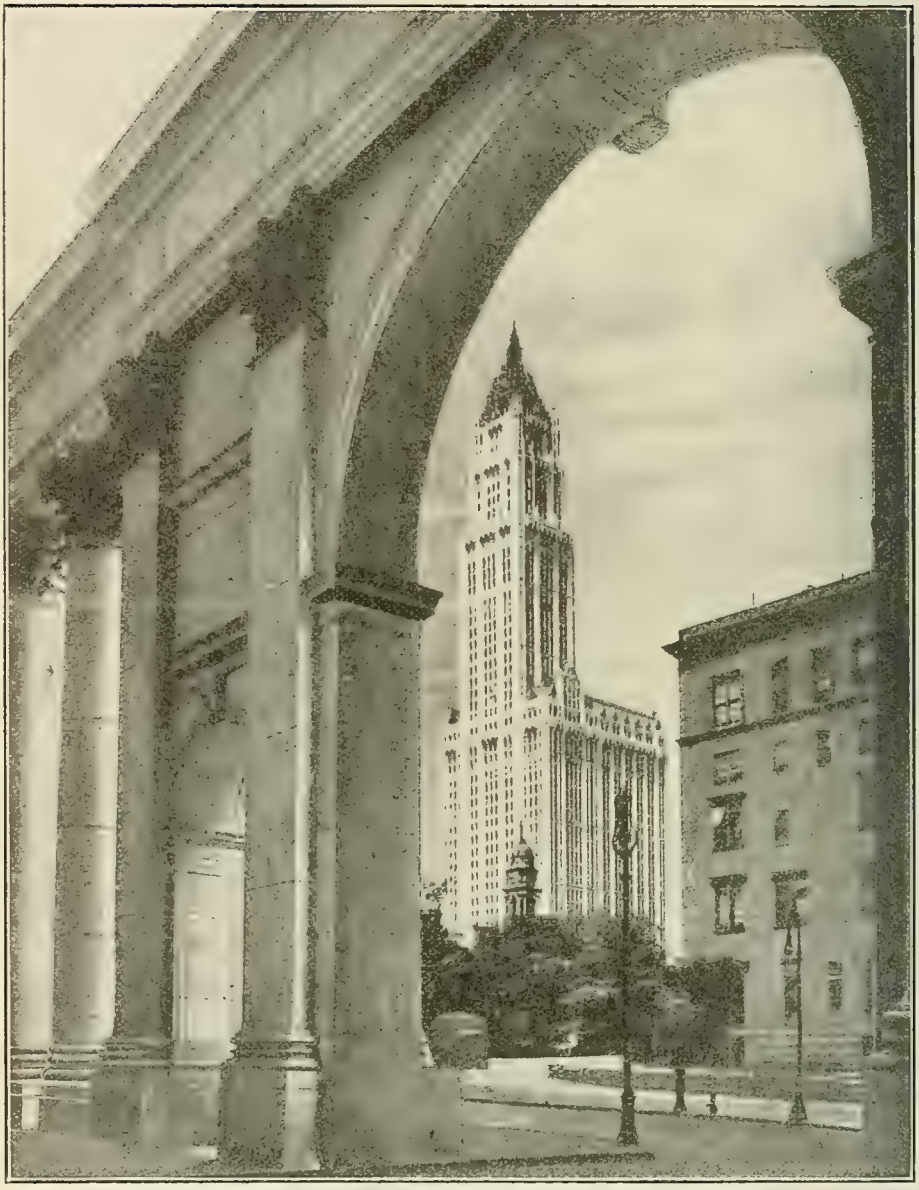
You shouldn't let your arms compass me, she continued.

I know a preacher who's a good joiner, he suggested.

Promise not to chisel out of his fee, she requested.

That wouldn't auger well for us, he answered.

Shall I wear the blue print? she asked, as they started for the license.—Exchange.



THE WOOLWORTH TOWER FRAMED IN THE CHAMBERS STREET ARCHWAY OF THE MUNICIPAL BUILDING, NEW YORK.

Editorial

THE CARPENTER

Official Journal of

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The General Secretary's Report

The report of the General Secretary for the year ending June 30, 1913, which has recently been issued, contains striking proof of the rapid growth and expansion of the United Brotherhood of Carpenters and Joiners and of the flourishing condition in which the organization finds itself today, with its 121 District Councils, and 1,908 locals spread over the continent and with a membership in good standing of 218,794 (leaving out of consideration 33,680 members under six months in arrears as based on the financial secretary's report.) A membership increase in one year of over 22,000 is surely something to be proud of, especially when one considers that it represents the highest annual increase ever gained. The nearest approach was in September, 1907, when the membership fell short of the figures given in the 1912-13 report by 6,372.

The statistics of the numerical strength of the membership in the different States shows New York State still in the lead with 215 locals and a membership of 32,632; Illinois comes second with 174 locals and 29,809 members, and Massachusetts third with 156 locals and 18,744 members. Other leading States are: California, 104 locals and 15,824 members, and Pennsylvania, 144 locals and 15,501 members. It is interesting to note that little New Jersey with her 87 locals and a membership of 11,609 leads all the others. The showing of the seven districts represented on the Executive Board also furnishes some interesting comparisons. The figures are as follows: District No. 1, 61,127; District No. 2, 31,932; District No. 3, 57,474; District No. 4, 9,706; District No. 5, 24,337; District No. 6, 25,717, and District No. 7, 8,501.

A list of locals organized during the year is set forth in the report; also, those lapsed or consolidated. The number of locals organized were 193, and the number lapsed or consolidated, 134. This shows a net gain for the year of 59 locals.

A complete tabulated statement of the annual growth of the Brotherhood from the year 1881 to 1912-13 is another feature that well repays examination for the insight that it gives into the growth of the organization down along the years since its inception. It gives the number of charters issued yearly, the net gain and loss of Local Unions, the number of members in good standing, and the increase and loss in membership. Thus it shows very plainly the comparative irregularity of growth which marked the progress of the brotherhood in the years

between 1881 and 1899, in marked contrast to the steady growth and gathering momentum which it has experienced in the last dozen years.

Under the head of "Trade Movements," we find the following:

"During the year ended June 30, 1913, the General Executive Board sanctioned 152 trade movements. By far the greater portion of these have been successful, as is evidenced by the fact that strikes took place in only a few places—perhaps twenty. Where strikes did occur, the majority of them lasted only for a short time, but in some few instances it was necessary for the men to remain out several weeks in order to gain their demands. In the main, however, the past year has been a very successful one as far as trade movements were concerned.

"Five applications for official sanction in support of intended movements were disapproved by the Board, chiefly on account of lack of interest as shown by the vote on making the demands.

"It is a pleasure to report that there is a growing tendency on the part of our Local Unions and District Councils to arbitrate their differences with their employers, rather than go on strike. In some cases our men have made concessions; in others the employers have done the same, with the result that all parties concerned were satisfied and no trouble occurred. The system of signing two and three-year agreements, providing for an increase each year, is also steadily gaining favor, and the plan is indeed a commendable one."

This is very encouraging and members of our locals and district councils are to be congratulated for their commendable foresight and forbearance in bending their energies to avert strikes whenever possible and their willingness to arbitrate at all times. The expenses incurred in support of the above-mentioned trade movements were necessarily heavy, amounting to $51,311.00 as shown by a detailed statement of the distribution of the funds.

An idea of the increasing scope of the work the Brotherhood is doing in caring for its members and in relieving distress and suffering is disclosed by the death and disability claims paid during the year which amount to the large sum of $302,546.41. The brothers who were rendered homeless by the great flood which devastated the Ohio valley in the spring of the year were not forgotten. On the recommendation of Brother John H. Potts (whose report of the flood conditions appeared in the May number of The Carpenter) the sum of $6,000 was donated by the Executive Board to assist members of the organization and their families in the flood-swept area—$5,000 being sent to Dayton, O., and $1,000 to Hamilton.

A request is made by the General Secretary in the course of the report asking that members take a greater interest in their official journal, The Carpenter, by forwarding the latest news of the trade as often as possible; also craft problems and sketches, writings on economic subjects and other matters of general interest to the organization. As it is the aim of the Editor to furnish good, sound, constructive reading matter, as well as the latest news of the trade, all communications will receive careful consideration and space will be found for them whenever possible.

That the various injunction suits have been a source of heavy expense is shown by the financial statement, but the fact that the organization has held its own in the last year, together with the knowledge that the public is beginning to realize the grave injustice which such legislation does the cause of organized labor, in a measure compensates for the hardships these legal battles entail.

The remaining pages are devoted to statements of the finances of the organization, a monthly statement of moneys received during the year, a statement of merchandise in stock at the general office and a statement of the number of packages issued during the year. As a concise and clear survey of the year's activity the report is undoubtedly valuable and ought to be an incentive to every individual member of the Brotherhood to

push on to higher endeavors and greater accomplishment in the year we have entered upon.

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Tainted Publicity

At one of the recent sessions of the Mulhall lobby investigation interesting light was thrown on a phase of N. A. M. activity which is deserving of the attention of organized labor. We refer to the evidence disclosing an effort made by the Manufacturers' Association and its subsidiary, the National Council for Industrial Defense, in 1909, to manufacture and shape public opinion through the "Voice of the People" columns of the daily newspapers. But their failure to manufacture this product is now apparent to everybody.

The true inwardness of this attempt to make it appear that the nation was in accord with the selfish aims and principles of the N. A. M. may be gathered from a letter placed before the investigating committee written by the secretary of the National Council for Industrial Defense to Van Cleave, of the N. A. M., in which it was proposed to form a bureau of paid writers (in addition to the Chautauqua lecture propaganda) who would furnish letters by the ream to be contributed to the open columns of the daily newspapers.

"The minute an editorial appears favorable to our principles," wrote the secretary, "commendatory letters should be written over an assumed name, and the minute an editorial appears opposed to our work, an argumentative letter, setting forth our claims, should be written. In order not to arouse the suspicions of the newspaper editors by such a deluge of communications, the secretary said the letters could be 'sent through innumerable channels,' with the co-operation of the secretaries of the 208 affiliated organizations throughout the country. He said the "people's" column is the most popular and widely read part of a newspaper, and presented an attractive opportunity for free publicity for manufacturers."

Verily, the plight of the Manufacturers' Association in stooping to a propaganda of this nature must be extreme. That it was put into operation, if not as originally planned, at least, on a somewhat less pretentious scale there is little reason to doubt. And it would not surprise us to find that much of the energy of this campaign was directed toward uncovering the "moral obliquity" of the labor movement. It is not at all improbable that the very many tirades against organized labor which reach newspaper offices from time to time, especially in the last few years (not one-fourth of which are published), spring from a clearly-defined source such as this.

The scheme of moulding or influencing public opinion in this way is a rather clever one and it has its advantages, but it is not new. Individuals have a perfectly natural right to voice their opinions, no matter what they may be, through the newspapers, provided the newspapers will publish them. Likewise, there is no reason why a number of individuals, whose interests and opinions are identical, should not band themselves together and honestly propagate their views whenever possible. But there is something utterly disingenuous about such a campaign as that outlined by the secretary of the National Council for Industrial Defense.

It cannot be said, however, that it has increased the prestige of the Manufacturers' Association or lowered that of the labor movement. It has neither convinced any very perceptible number of newspaper editors nor the public generally that the country is fast approaching disaster because the reactionary voices of the Parrys, the Kirbys and the Van Cleaves are not heeded. The most that can be said for this kind of publicity work is that it probably created a comforting illusion in the minds of members of the association themselves that their bitter fight against trades unions and all movements looking to the progress of humanitarian standards in the world of industry was sweeping onward to vic-

tory instead of to sure and certain defeat.

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Is It Class Legislation?

The charge has been made in many quarters that the income tax provisions of the tariff bill is in a measure highly discriminatory because incomes below $3,000 are exempted, but the fallacy of such an argument is apparent to anyone who considers that the income tax is only part of the bill as a whole. Three-fourths of the revenue will be derived on the old principle of a tariff on consumptive articles and as a consequence it requires very little insight to come to the conclusion that the weight of taxation will still fall proportionately heavier on that long-suffering but patient creature—the "ultimate consumer" of moderate means. What may reasonably be expected of the income tax, however, is that it will shift a burden of something like $100,000,000 a year from the shoulders of the masses on to those of men and women who are in a much better position to bear it—we refer to the very rich, and "the little brothers" and "little cousins" of the very rich whose incomes range all the way from the "modest" four or five thousand up to the near billion mark.

To the average wage-earner it would seem altogether inconceivable that the terms of the income tax could work hardship on those for whom it is intended. According to the bill incomes over $4,000 will be taxed 1 per cent.; over $20,000, 2 per cent.; over $50,000, 3 per cent., and over $100,000, 4 per cent. Such a tax is surely anything but exorbitant. We believe that, in addition to diverting a reasonable sum from the pockets of the wealthy to the national treasury annually, it will quicken the sluggish civic conscience of our millionaires and multi-millionaires and teach them that the time is approaching when they will no longer be allowed to pay proportionately less in taxes than does the average worker earning from say $800 to $1,200, under a consumptive tax.

Undoubtedly the income tax provision, while it does go some distance, yet falls far short of adjusting the scale of taxation between the man of wealth and the wage-earner, and such a measure viewed in the light of the condition which it strives to better, cannot be regarded in any narrow sense as "class legislation." It is to be hoped that a national inheritance tax—worthy of the name—will be the next step taken. With two such measures in force quite a little would have been accomplished looking toward the regulation of swollen fortunes which is one of the nation's most vital problems.

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The Union Cigar

We publish elsewhere in this issue, under the head of "Correspondence," an appeal from the Cigarmakers' Union, circulated through the Union Label Trades Department of the American Federation of Labor, asking all union men to help the union cigarmakers in their hard fight with the gigantic combine known as the American Tobacco Company by demanding at all times and under all circumstances cigars bearing the union blue label.

One would think that it would be almost unnecessary to direct the attention of union men to the importance of supporting the union-made article at this late day when so many label "boosters" are abroad in the land and when so much is being said and written to bring home to each and every one of us our duty in this respect. But it is not our intention to generalize on this phase of labor union activity here except in so far as it applies to the union-made cigar.

The American Tobacco Company, as most persons know, is none other than the tobacco trust, which was dissolved not so very long ago by the United States supreme court, and which was reorganized on a vastly larger scale shortly after the legal "dissolution" process was carried out. Few trusts have shown greater antagonism toward organized labor than has this huge monopoly which

refuses to employ union men or to allow any of the workers in its plants to organize. In addition, the American Tobacco Company and its allies have for a number of years carried on an insidious campaign that is naturally detrimental to the union label propaganda in all crafts by endeavoring to force the public to believe that non-union cigars are of better quality than the union-made article because they can be made cheaper. The fallacy of this contention has been shown many times and the most that can be said of it is that it is sheer falsehood as the union-made cigar is at least equal to and in the case of a great many brands, better than the non-union product.

The union man of the present day who fails to discriminate in favor of union-made goods, every time he makes a purchase, is retarding the progress of organized labor. It is the duty of each one of us to measure the labor movement not solely in so much as it ministers to our own craft in better wages, better hours, better working conditions. We should cultivate a wider vision. As Samuel Gompers said recently, we should regard ourselves less as members of an "organization" than as workers in a movement that is "part of human life and history." Constructive trades unionism demands that we cultivate a kindlier fellowship and evince a livelier interest in the struggles of our brothers who are burdened and oppressed. We may have troubles of our own, but one of the best ways to lighten them is to concern ourselves with the troubles of others and lend them a helping hand.

In most instances it does not take any very great effort on our part to make the sum of human happiness greater for others. The cheery smile, the kind word have their place in the scheme of life as well as things that are deemed more important. Similarly the act of seeing that the 5-cent or 10-cent cigar you buy is a union article may appear rather a trivial thing, but is it? Were every man in the ranks of organized labor to buy only union-made cigars, the union-made cigar industry would receive such an impetus that even the tobacco trust—spurred on by its instinct of self-preservation—would eventually have to capitulate, and another victory for organized labor would have been won. On the other hand, in buying the non-union-made article or in smoking the non-union cigar you are, unconsciously, perhaps, helping to perpetuate the industrial system under which child labor, low wages, long hours, etc., flourish. In future then, when buying cigars you, who are careless what brand you buy, watch for the union label on the box. If the label is not there, refuse it. If it is, you will have the satisfaction of having a good, honest smoke and you will experience that interior, pleasurable feeling which springs from having performed a good deed.

Lumber Shipped to the Orient

Recent statistics indicate a marked increase in exports of lumber from the United States to the Orient, says a recent bulletin of the forestry service. More than a quarter of a million feet of American woods are reported as being used in Samoa, Hawaii and the Philippine islands.

Heretofore, it is said, raw materials have been made up into finished articles in the United States, almost without exception and exported as such. With the discovery by American manufacturers in the Philippines that they could import United States woods and make them up with profit there, wood-using factories were built. Pacific coast woods, in consequence, are in many cases taking the place of the native woods with such picturesque names as apitong, teak, narra and yacal.

Douglas fir, according to the information collected by the forest service, is the principal wood exported from this country. It is said to be the favorite wood among insular manufacturers for flooring, ceiling, siding, cornice, shelving, finish and boat work. Makers of furniture demand California redwood and

(Continued on Page 48.)

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purposes of cutting down wages, and also because it helps to overstock the labor market

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Report of Delegate to the Twenty-ninth Annual Convention of the Canadian Trades and Labor Congress, held in Montreal, Canada, September 22 to 28 Inclusive.

To the General President and Members of the General Executive Board of the United Brotherhood of Carpenters and Joiners of America:

Brothers—In submitting my report as delegate to the convention of the Canadian Trades and Labor Congress to you, I take leave to state that there were in attendance at this congress some 340 odd delegates; that the United Brotherhood had some seventy-four or seventy-five delegates representing it on the floor of the congress, showing you the great interest taken by the members of our organization in this Dominion in affairs relating to the U. B. on this whole continent.

When you consider the great distances that many of our delegates had to travel I consider the various locals of our organization are deserving of much credit for the efforts they put forth in placing their delegates at this convention. In reporting to you our success in accomplishing all we came here for, I must give credit entirely to the Local Unions which were so interested as to sacrifice, or rather draw on their local funds, so heavily in placing such a voting strength in this convention.

This is an example of what our organization can accomplish when once aroused to a consciousness of its own interests, which are the interests of every carpenter on this continent, and of all parts of the world as well. I might also include that unification of a craft is of interest to organized labor as a whole.

You will find attached resolutions that were dealt with at the convention relating to our position, and as your delegate I will be pleased to report more fully at a later date:

"Resolution No. 7, from New Westminster Trades and Labor Council:

"Whereas, At the last session of the Dominion Trades Congress, held at Guelph in September, 1912, a resolution was introduced by a delegate representing the Brotherhood of Carpenters and Joiners of America which aimed to make the United Brotherhood of Carpenters and Joiners of America the only Carpenters' Union to receive recognition by the Dominion Trades Congress, which resolution was defeated by a large majority, and

"Whereas, The executive of the Dominion Trades Congress in the face of the defeat of that resolution have returned to the Amalgamated Society of Carpenters and Joiners its per capita tax, thereby refusing the Amalgamated Society of Carpenters and Joiners affiliation with the Trades and Labor Congress of Canada, therefore, be it

"Resolved, That this Trades and Labor Council enter its emphatic protest against this high-handed action of the Dominion Trades and Labor Congress executives in taking to themselves the right to defy the expressed wishes of a majority of the delegates at the last convention, whose servants they are supposed to be, and that a copy of this resolution be forwarded to P. M. Draper."

The executive of the congress was sustained in his actions.

"Resolution No. 30, by Delegate A. J. Murray, Sheet Metal Workers' Local Union No. 30, Toronto, Ont.:

"Whereas, Jurisdictional troubles between our organizations have been the means of causing serious conflicts between the wage workers in various industries and one of the chief means of disruption so prevalent in our movement, and producing a condition that appeals to the employers who take advantage of such internal dissension to the detriment of the workers, and

"Whereas, with the growing importance of the use of sheet metals in modern building construction and the introduction of sheet metal largely in our various cities and the establishment at present of some large manufacturing plants for the manufacture and installation of such metals in the Dominion of Canada, and

"Whereas, The American Federation of Labor has awarded jurisdiction of this class of work to the sheet metal workers' organization, but the Brotherhood of Carpenters refuse to recognize such decision and are at present encroaching on the rights of the sheet metal workers on such work, and

"Whereas, We, the sheet metal workers, wish to offset any opportunities of further disrupting our movement in the Dominion of Canada, and, knowing that such action of the carpenters will tend to keep up strife in our various bodies; therefore, be it

"Resolved, That this congress endorses the mandate of the American Federation of Labor on this question and urges all Trades Councils and Building Trades Councils to obey the mandate issued, and that the carpenters be compelled to recognize such decision and discontinue intruding on the jurisdiction of the Sheet Metal Workers."

This resolution was tabled, the congress maintaining that its place was in the Building Trades Department of the American Federation of Labor.

Resolution No. 35, by Delegate J. E. Tighe, International Longshoremen's Association:

"Whereas, There are many so-called independent associations of longshoremen within the jurisdiction of this congress, and

"Whereas, Said independent organizations are in several instances represented at trades councils or assemblies working under charters issued by this congress or the American Federation of Labor; therefore, be it

"Resolved, That it be an instruction to the incoming executive committee, as well as the provincial executive committees, to exert their best efforts in persuading said independents that their proper place is in affiliation with the International Longshoremen's Association; be it further

"Resolved, That it be an instruction to the secretary-treasurer of this congress to notify all central bodies within jurisdiction that such independent organizations are not entitled to representation at such central councils or assemblies by virtue of their not holding charters from the International Longshoremen's Association."

This resolution was concurred in. While introduced by the International Longshoremen's Association, it was of equal interest to the U. B. of C. and J. of A.

Resolution No. 68, by Delegate Geo. Armstrong, United Brotherhood of Carpenters:

"Resolved, That Section 2 of the constitution be amended by inserting after the words 'international organization,' on the fourth line, the words: 'Or any organizations who have been expelled or rejected by the American Federation of Labor.' "

This resolution was referred to the constitutional committee and was concurred in without opposition.

Fraternally yours,

GEORGE ARMSTRONG,
Delegate.

Convention Call American Federation of Labor

September 10, 1913.

To All Affiliated Unions—Greeting:

You are hereby notified that, in pursuance to the constitution of the American Federation of Labor, the Thirty-third Annual Convention of the American Federation of Labor will be held at Eagle's Hall (or at another hall which the executive council may later select), beginning at 10 o'clock Monday morning, November 10, 1913, and will continue in session from day to day until the business of the convention has been completed.

—Representation—

Representation in the convention will be on the following basis: From national or international unions, for less than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates; 64,000 or more, six delegates; 128,000 or

more, seven delegates, and so on; and from central bodies and State federations, and from local trade unions not having a national or international union, and from federal labor unions, one delegate.

Organizations to be entitled to representation must have obtained a certificate of affiliation (charter) at least one month prior to the convention; and no person will be recognized as a delegate who is not a member in good standing of the organization he is elected to represent.

Only bona fide wage workers who are not members of, or eligible to membership in other trade unions, are eligible as delegates from federal labor unions.

Delegates must be selected at least two weeks previous to the convention and their names forwarded to the secretary of the American Federation of Labor immediately after their election.

Delegates are not entitled to seats in the convention unless the tax of their organizations has been paid in full to September 30, 1913.

It is, of course, entirely unnecessary here to enumerate the imminent important subjects with which our forthcoming convention will concern itself, but the reminder is not at all amiss that every effort must be made to broaden the field and means for the organization of the yet unorganized workers, to strive to bring about, more effectually than ever, a better day in the lives and homes of the toilers, to defend and maintain by every honorable means in our power the right to organize for our common defense and advancement, for the exercise of our normal and constitutional activities to protect and promote the rights and interests of the workers; and to assert at any risk the freedom of speech and of the press, and the equal rights before the law of every worker with every other citizen. These and other great questions of equal importance will, of necessity, occupy the attention of the Seattle convention.

Therefore the importance of our movement, the duty of the hour and for the future, demand that every organization entitled to representation shall send its full quota of delegates to the Seattle convention, November 10, 1913.

Do not allow favoritism to influence you in selecting your delegates. Be fully represented.

Be represented by your ablest, best, most experienced, and faithful members.

—Credentials—

Credentials in duplicate are forwarded to all affiliated unions. The original credentials must be given to the delegate-elect and the duplicate forwarded to the American Federation of Labor office, 801-809 G Street Northwest, Washington, D. C.

The committee on credentials will meet at the headquarters of the American Federation of Labor six days previous to the opening of the convention, and will report immediately upon the opening thereof at Seattle; hence secretaries will observe the necessity of mailing the duplicate credentials of their respective delegates at the earliest possible moment to Washington, D. C.

—Grievances—

Under the law no grievance can be considered by the convention which has been decided by a previous convention, except upon the recommendation of the executive council, nor will any grievances be considered where the parties thereto have not themselves previously held conference and attempted to adjust the same.

—Railroad Rates—

The best rates we could secure from the railroads are the regular all-year tourist fares, in connection with which tickets bear return limit of nine months from date of sale, the following fares (which do not include cost of sleeper) applying to Seattle and return from the points named, fares on proportionate basis being authorized from other points throughout the United States: Chicago, $106.00; St. Louis, $102.00; Memphis, $110.00; New Orleans, $122.00; Duluth, $90.00; St. Paul, $90.00; Minneapolis, $90.00; Omaha, $90.00; St. Joseph,

$90.00; Kansas City, $90.00; Houston, $110.00; San Antonio, $110.00.

—Hotel Rates—

New Richmond Hotel—Single, $1.00 to $2.00 per day; double, $1.50 to $3.00 per day; European plan. Berkel Hotel—Single, $1.00 to $2.50 per day; double, $1.50 to $3.00 per day; European plan. King Hotel—Single, $1.00 to $1.50 per day; double, $1.50 to $2.00 per day; European plan. Arlington Hotel—Single, 75 cents to $2.00 per day; double, $1.00 to $2.50 per day; European plan. Diller Hotel—Single, 75 cents to $2.00 per day; double, $1.50 to $3.00 per day; European plan. American Hotel—Single, $1.00 per day; double, $1.50 to $2.00 per day; European plan. Wingfield Hotel—Single, $1.00 per day; double, $1.50 per day; European plan. Rhein Hotel—Single, 75 cents to $1.50 per day; double, $1.00 to $2.00 per day; European plan. Raden Hotel—Single, $1.00 to $2.00 per day; double, $1.50 to $2.50 per day; European plan. Ritz Hotel—Single, $1.00 to $1.50 per day; double, $1.50 to $2.00 per day; European plan.

Reservations in any of the above hotels should be made by addressing Mr. Chas. W. Doyle of the committee on arrangements, Labor Temple, Seattle, Wash.

Headquarters of executive council will be at New Richmond Hotel, or at some other hotel which the executive council may later designate.

Delegates should notify C. W. Doyle in advance of the time of their arrival in Seattle, and over which road they will travel.

If there be any further information regarding the convention, or the arrangements for the convenience of the delegates, it will be communicated in a later circular, or through the American Federationist.

SAM'L GOMPERS,
President.
FRANK MORRISON,
Secretary.
JAMES DUNCAN,
First Vice-President.
JOHN MITCHELL,
Second Vice-President.
JAMES O'CONNELL,
Third Vice-President.
D. A. HAYES,
Fourth Vice-President.
WM. D. HUBER,
Fifth Vice-President.
JOS. F. VALENTINE,
Sixth Vice-President.
JOHN R. ALPINE,
Seventh Vice-President.
H. B. PERHAM,
Eighth Vice-President.
JOHN B. LENNON,
Treasurer.
Executive Council, A. F. of L.

State Council for Pennsylvania

Following a call which has been issued to the various Local Unions of Philadelphia a State Council will be formed Monday, October 13, as it is believed that closer co-operation between the 144 Local Unions and eleven District Councils of the State is necessary and that better results can be obtained through such a body than under present conditions.

"In many parts of Pennsylvania," says the formation committee, "trade unions are practically unknown among the carpenters, and more so among the millmen, cabinet makers, etc., and good men are constantly drifting into the organized parts in competition with our men, making it a constant and costly work for organizers and business agents to maintain conditions; whereas this could be partly, if not entirely, eliminated by the closer banding of the Local Unions of the State and the helping of the non-union brothers to a realization that it is not necessary to break home ties to get better working conditions, but rather organize at home and get same results."

The following temporary rules will govern the formation of the State Council:

1. Formation to take place second Monday in October, 1913, with temporary officers.

2. First convention to be held first Monday in April, 1914, when permanent rules will be adopted and permanent officers elected. Place

of holding first convention to be decided by Local Unions affiliated on the formation date. Cities or towns desiring the convention to notify secretary pro tem. and list furnished by him to various Local Unions by mail, and the city or town receiving the highest vote to be the first convention city.

3 The affiliation fee, for the purpose of equalizing expense pro rata for Local Unions joining on or before the second Monday in October, will be $1 for locals of less than one hundred members, and for locals of more than one hundred $1 for the first hundred and 1 cent per member for all over the first hundred; the August membership as reported to the General Office to define amount.

4. Affiliation fee, etc., after the formation date, to be decided by a vote of Local Unions affiliated in the same manner convention city is chosen

5. All moneys received by secretary-treasurer pro tem. to be accounted for on the first day of convention, and no other money charged to any Local Union prior to that date.

The formation committee, of which D. A. Post is chairman pro tem. and Thos. Hickey, secretary pro tem., consists of the following members: Thos. Hickey, Local Union 359, Philadelphia; W. K. Franklynfield, Local Union 135, Allentown; D. A. Post, Local Union 514, Wilkes-Barre; Alvin S. Becker, Local Union 897, Norristown; M. E. Sanders, District Council, Wilkes-Barre; E. E. Knapp, Local Union 261, Scranton; Fred G. Trunk, Local Union 465, Ardmore; H. K. Detweiller, Local Union 406, Bethlehem; Jno. MacDonald, District Council, Philadelphia.

Notice to Recording Secretaries

The quarterly circular covering the months of October, November and December, containing the quarterly password, has been forwarded to all Local Unions of the U. B. Accompanying it are six blanks for the F. S., three of which are to be used for the reports to the General Office for the months of October, November and December and the extra ones to be filled out in duplicate and kept on file for future reference. Inclosed in the circular are also six blanks for the treasurer, to be used in transmitting money to the G. O.

Recording secretaries not in receipt of the circular and accompanying matter by the time this journal reaches them should immediately notify the G. S. Frank Duffy, Carpenters' Building, Indianapolis, Ind.

Official List of Secretaries

The revised official list of financial and recording secretaries, issued under date of August 1, 1913, marks a departure from previous lists inasmuch as the Canadian locals are listed separate from those of the U. S. They are grouped in the new list in consecutive order, according to the provinces to which they belong. It is believed this arrangement will be more convenient for Canadian brothers.

Expulsions

Rockie W. Anderson, of L. U. 1666, Kingsville, Tex., has been expelled from that local for failure to turn over money collected.

L. F. Porter, formerly financial secretary of L. U. 1391, Reading, Mass., has been expelled from that local for embezzlement of funds amounting to $36.53.

Rejection of Candidates

Hans Christian Pedersen applied for admission to L. U. 241 of Moline, Ill., and was rejected three times. When last heard from Pedersen was in the Dakotas.

Frank Brusky, a former member of L. U. 87, St. Paul, Minn., applied for readmission and was rejected three times.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Akron, O.	Clarksville, Tenn.
Ashland, Ky.	Cleveland, O.
Atlantic City, N. J	Clinton, Ia.
Aurora, Ill.	Dayton, O
Battle Creek, Mich.	Detroit, Mich
Birmingham, Ala	Dubuque, Ia
Blackwell, Okla.	Escanaba, Mich
Boise, Idaho.	Evansville, Ind.
Buffalo, N. Y	Fort Meyers, Fla
Central City, Ky	Fresno, Cal.
Chicago, Ill.	Greeley, Colo.

Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Klamath Falls, Ore.
Louisville, Ky.
Milwaukee, Wis
Mowbridge, S. D.
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Pittsfield, Mass.
Palm Beach, Fla.
Racine, Wis.
San Antonio, Tex.
San Diego, Cal.
Salt Lake City, Utah.
San Francisco, Cal.
St. Petersburg, Fla.
Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
Smithtown, L. I.
South Omaha, Neb.
Springfield, Mass.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Vancouver, B. C.
Washington, D. C.
Watsonville, Cal.
Wichita Falls, Tex.

Local Unions Chartered Last Month

Cordele, Ga.
Burley, Idaho.
Atoka, Okla.
Hallettsville, Tex.
Athabaska Landing, Alta., Can.
Kerens, Tex.
Grove City, Pa.
Lansing, Ia.
Kansas City, Kan.
Athens, Tex.
Barberton, O.
San Francisco, Cal. (Ship Joiners)
San Francisco, Cal. (Ship Joiners)
Seattle, Wash. (Shipwrights and Joiners).
Seattle, Wash. (Ship Calkers).
Stockton, Cal. (Shipwrights, Joiners, Calkers and Boat Builders).
San Francisco, Cal. (Boat Builders).
Vancouver, B. C. (Shipwrights, Joiners, Boat Builders and Calkers).
Victoria, B. C. (Shipwrights, Joiners, Boat Builders and Calkers).
Total, 19 Local Unions chartered.

Raising Standard of Workmen

Organized labor is raising the standards of workingmen. It is doing it first through the labor press. Probably no force is greater in the development of the cause, and to no one feature is organized labor more indebted than to the labor press of the country. With its record of progress, its constant urging to better things through active propaganda methods, its lessons in technical training, thus making of its readers better workmen, its appeal to better living, its earnest attention to the family life and welfare—these are some of the factors which make of the labor press a power for good.

Organized labor is raising the standards of workingmen by fighting the battles of all the people. It is carrying with it even the lowest and most degraded. Every victory won for the men and women at the top means a higher level for those lower down. While the trade unionist may, for a time, belong to the aristocracy of labor, he soon makes of that aristocracy a democracy for all.

Organized labor is raising the standards of workingmen by compelling them to think rapidly and to speak clearly. The trade union movement has developed a company of speakers who are abundantly able to present the cause of the toilers. This is constantly being demonstrated at the national meeting of labor bodies, where statesmanship of the highest order is demanded, and where some of the addresses would easily rank with the best that are delivered in the conferences and conventions of other national bodies.

Organized labor is raising the standards of workingmen by the education of its members in special meetings and lecture courses, and in supplying special courses of study. The possibilities in such work are almost limitless.

Organized labor is raising the standards of workingmen by Americanizing the immigrant. No organization is doing more in this direction, according to a recent report of the United States Commission of Labor. It is on the alert to elevate, in every way possible, the general welfare of those who are bearing the burdens of the world's work. Its task has just begun. There remains yet much to be accomplished, but unquestionably it will rapidly eliminate such features as stand in the way of its highest development, and push aggressively for the standards which should be attained by every honest toiler.—International Molders' Journal.

Pensions for Mothers

Fourteen States now have laws pensioning mothers. Illinois was the first, followed by California, Colorado, Washington, Utah, South Dakota, Idaho, Minnesoto, Iowa, Nebraska, Ohio, New Jersey, Pennsylvania and Missouri.

Correspondence

Union Label Trades Department

Washington, D. C., Aug. 6, 1913.

To Organized Labor—Greeting:

With the possible exception of a few other unions, no organization has so severely felt the remorseless and destructive hand of the trust as has the Cigar Makers' International Union. As soon as the American Tobacco Company, the trust, started the manufacture of cigars, its first step was to employ non-union women and girls at frightfully low wages and long hours. We have found it a difficult and uphill task to organize these workers. In our efforts to do so and to maintain the splendid advantages we have thus far obtained for our membership we ask the loyal moral support of trade unionists and friends.

Without discussing the fundamental economic issues of the trust question, we say the cigar trust will not employ union people if they know it and can help it. You can be of wonderful assistance to us in the simple demanding of cigars bearing the union blue label of our organization and by refusing all others. For years non-union manufacturers and the trust have tried to make the public believe that non-union cigars contain a better quality than the union-made article, and some smokers have been fooled into the belief that this is true. The jobber and retailer in cigars helps this false statement on because he can buy the non-union product a little cheaper. The real facts are that the union-made cigar is equal to if not better than the non-union product. The non-union manufacturer, because of low wages, reaps a larger margin of profit, and these unscrupulous manufacturers are the only beneficiaries, while the real worker, the wage earner, is left in want, privation, poverty, starvation and hopeless despair.

You can be helpful in remedying this condition of affairs by refusing to use the cigars of those who put the dollar above humanity, and who, while piling up great wealth and building palaces for themselves, are forcing the masses into hovels, abject poverty, and into industrial servitude worse than hades, and to premature decay and final dissolution. You can be helpful to us and the real cause of humanity by demanding the union-labeled cigars and discouraging the use of all others, and we as unionists respectfully ask you to do so.

With assurance of appreciation for past and continued favors in this direction, I am in behalf of the Cigar Makers' International Union, with all good wishes, Yours fraternally,

G. W. PERKINS, Int. Pres.

The above letter, which the Cigar Makers' International Union requests its publication and distribution, tells the facts plainly that exist in the cigar making industry, particularly as it applies to the American Tobacco Company.

Organized labor and its friends are therefore requested to give heed to this appeal and render all assistance possible to the cigar makers by refusing to purchase cigars of any kind unless the union blue label appears upon the box.

Hoping that organized labor and its friends will respond effectively to this appeal, which has the endorsement of this department, I remain,

Yours fraternally,

THOMAS F. TRACY,

Secretary-Treasurer U. L. T. D., A. F. of L.

Advice from Worcester

Editor The Carpenter:

In every issue of our journal there appear articles from different sections of

the country written by members of locals who have either some imaginary grievance against the way the business of our Brotherhood is carried on or who take occasion to praise the General Office for the progress our movement is making. Hardly ever having had the pleasure of reading anything about this city, Worcester, called the "Heart of the Commonwealth" of Massachusetts, I have ventured to write you in regard to conditions in general as we find them today.

I think, with all due respect to the opinions of the brothers who differ with us, that there are many things that might be done to better our conditions along the lines of organization, increase of membership and in creating a more general interest in this great movement in which we are engaged. Not wishing to take up too much space, I will try to be as brief as possible in my suggestion.

First, in regard to the organization of our craft, is it as sound as we are sometimes told by our organizers, who are the connecting link between the locals and the head office? Are there no weaknesses apparent? Is its development in proportion to its numerical strength? We are two hundred thousand strong and in time of trouble we can only pay our members $4.00 per week. Sometimes I think it is nothing short of a miracle the way our men hold together during a strike on a small, miserable pittance, when on all sides of us are crafts that have a better way of encouraging the brothers.

I read your reply in the July number of the journal to the letter from one of the locals about the extra tax every quarter and the use this fund is to be put to. I agree with your views that it is necessary. But I would go farther and say that it is absolutely necessary to the life of our movement that we, by some means, turn some of that fund back to the interest of the members by increasing the benefit coming to them when they are out sacrificing their bread and butter, and also the future of those depending on them. Let us curtail in some way and give the brothers what they are seeking every day, a fair compensation for a fair day's work. No one will deny that it is hard and self-sacrificing work to go on strike and hang around waiting for the trouble to be settled.

I would suggest as a means to lessen the expense of getting out the journal that the members be taxed a small sum or else that your office advocate higher dues and then a larger tax could be assessed per capita. Some of our members here are advocating $1.00 dues per month as a means of promoting more general interest in this movement, basing their arguments on their claim that the higher the dues and initiation fee are the greater will be the interest taken by members and that it will keep them from dropping out.

I think Organizer Shields's letter in the July number was very timely and of far-reaching importance. His remarks on the "stay-at-homes" are very true and the small vote cast on the amendment to Section 74 to create the additional tax per quarter bears his statement out, hardly 20,000 members voting. I have noticed that voting by referendum does not always bring the best results. Questions are submitted to us that we do not quite understand and we have no way of finding out the sentiment throughout the Brotherhood regarding these very vital questions. These matters should be left over for a longer time and articles bearing on same should be sent to The Carpenter. Then we should get more insight into the necessity of these changes and amendments.

As a means of creating greater interest in the affairs of the Brotherhood, I think that the work of the organizers should be looked after more than it is. By that I mean that when an organizer undertakes to accomplish something he should be given ample time to do that thing. I know from experience with their ways of working in our city we do not get the best results. When we call for one of them and he is assigned to

help us he is hardly started sometimes when he is taken away to some other locality. Such is not the way the organizer of the bakers' union worked when he was sent to Worcester. He established headquarters here, practically, and remained until he had something to show for his efforts and for the expense it cost to send him here. We are aware of the reason your office gives why there are not more organizers appointed, but we sometimes think that there are too many when the result of a year's work is considered.

But I won't bother your kindness any longer this time, but will reserve my fire for some future occasion. I cannot stop here, however, without praising The Carpenter, for the good reading in it and for the advice and suggestions. We see in it ways and means of bettering our craft; also the designs and figures that help to make many a suggestion or hint clearer to the individual member. Hoping to read from some member his opinion of the suggestions I have made, I remain, Yours respectfully,

JOHN J. REIDY, Local 23.

The San Antonio Situation

Editor The Carpenter:

Our L. U. 14 had the honor of a visit recently from Brother H. Blackmore of our Executive Board, and he was shown through this city and gave our membership encouraging advice. Records show that our city is a leading one in the Southwest, but we are poorly organized. The reason for this is that we are partly to blame ourselves. Only the activity of members brings results; the business agent cannot do it all, as our members should know. Strength to get an adequate scale of wages, conditions and hours can only be obtained by a strong union—a weak one will get dictated to by employers.

The open shop makes this a place to be avoided by all traveling carpenters, as an imaginary scale of 45 cents per hour does not look good when all around us within a radius of 212 miles $4.50 and $4.00 are paid for an eight-hour day. While we have a good climate, yet carpenters don't get fat on this, and bank deposits are few and far between under the existing order of things.

L. U. 14 is increasing in membership slowly, and if no one adopts the "rule or ruin" policy we may yet progress farther. Anyone who stirs up a feeling which in place of uniting the membership divides them, does an injury to any L. U., and I hope to see L. U. 14 always fully united. We here are only organizing trying to keep our membership employed, and our meetings increase by attendance of members when business is done properly and quickly, and our president, Brother Kessler, seems to desire to do this. Our call meeting only lasted two hours and members went home pleased. Our motto should be: Do business, don't knock; build and live up to our obligation; our constitution should guide us like the Bible does Christians.

Now, in closing my letter, I trust and hope to see the day when this city, the "Cradle of Liberty" for Texas, will be thoroughly unionized, and conditions exist under which we can invite a brother in place of being compelled to say: Stay away. Fraternally yours,

ALBERT GMEHLIN,
Bus. Agent, L. U. 14.

Labor Day at Herrin

Editor The Carpenter:

We had a most successful celebration in Herrin, Ill., on Labor Day, in which Local 581 took a very active part, and we considered ourselves very fortunate in having Brother Carl Young with us as one of the principal speakers of the day. We are glad to say that he did full justice to himself as well as to our Brotherhood, and his visit with us was a double pleasure on account of the great service he rendered us last March, when he was sent here to adjust the differences between us and other crafts, which he did in a prompt and business-like manner, making many friends not only among ourselves but among all crafts

concerned in the difficulty. We, therefore, feel that we owe Brother Young our deep gratitude, and also thank those who were instrumental in sending him to us.

Wishing headquarters, as well as Brother Young, all the success possible, we remain, Yours truly,

J. N. HAYSE,
Secretary Local Union 581.

News From Coshocton

Editor The Carpenter:

It has been a long time since Local 525, has had an article in our Journal. We are now closing with the best year for work our brothers have ever had. We receive 40 cents per hour and have an eight-hour working day.

Labor Sunday was celebrated at the Christian church here August 31, and our local was invited to the services by the pastor of the church, the Rev. Mr. Leonard. The sermon on the occasion was on the subject of the "Labor Union Movement," and all agreed it was the best labor sermon ever delivered in our city.

We have a brother member serving now on our city council. His name came up for the nomination for mayor on September 2, against another union man, a member of the Miners' Union. He had a very hard fight but won by eleven votes so I think our next mayor will be a union carpenter and as the labor organizations can elect him I think they will stick together.

Our Central Trades and Labor Council gave the city a fine program for Labor Day which was held at Fair Lawn park. All kinds of field events and other amusements were provided. There was an attendance of over ten thousand people. Committees from each local helped out and made a great day of it.

Our prospects for the coming year looks very promising, even better than the last one. We have our city well organized, not a non-union carpenter in it. We had Brother Potts of the Third district with us sometime ago to investigate our members who lost so heavily in the spring flood. He gave us a good, hearty talk and we were glad to have him with us and were sorry he had but a short time to spend here.

Fraternally yours,
FRED FISH, L. U. 525.
Coshocton, O.

Late Happenings in the World of Labor

At the recent quarterly meeting of the executive council of the A. F. of L., Secretary Morrison's report for the eleven months of the fiscal year ending August 31 showed that the membership of affiliated organizations for August last was 2,078,597, against 1,829,550 for August last year, a gain of 249,047. A total of 304 charters to unions were issued from October 1, 1912, to August 31, last, compared with 243 for the same period of the preceding fiscal year.

The last convention of the International Union of Steam and Operative Engineers at Brooklyn, N. Y., appropriated funds and instructed the general executive board to make selection of a headquarters city and erect or purchase a suitable building, commensurate with the needs of the national organization. The executive board has just purchased a building, located at 6334-8 Yale avenue, Chicago, Ill., which will be the future home of the International Union of Steam and Operating Engineers and the official journal, the International Steam Engineer. The journal heretofore has been published in Brooklyn, N. Y.

The French General Confederation of Labor is said to be split into two factions, one known as the "Red," and the other as the "Yellow," designated as the conservative and the revolutionary groups. Other subdivisions are also said to exist as the result of syndicalism and opposition to three-year service in the army. One faction today is advocating a general strike. The other and larger group is inviting labor unions to redouble their activities and is encouraging the growing

opposition among the working classes. This last is the official attitude of the Confederation of Labor, and as the "Reds" are dominant, this rather vague program is taken by the French government as a sign that the numerous arrests of labor leaders, for anti-military teachings, have had effect. It is predicted that the Confederation will scarcely need a dissolution order from the government, but that it will fall of its own accord. Whatever happens, there is a strong movement on foot throughout France among labor leaders to build up a new Confederation upon the ruins of the old, patterning it as far as possible after the American Federation of Labor in the United States.

What has been regarded as the most notable victory gained by the striking miners in the Calumet, Mich., copper region so far is the decision of Circuit Judge O'Brien dissolving the temporary injunction against picketing and parading by the miners. After the announcement of the court's decision the mining companies petitioned for a temporary order restraining violence and intimidation on the part of the strikers. Indications at present are that the strike will be continued indefinitely. The action of the State cavalry in trampling upon an American flag carried by one of the miners in a recent parade caused much resentment. The Calumet-Hecla company, which has refused to accede to the demands of the striking miners, was organized in 1871, with a capital stock of $2,500,000, of which only $1,200,000 was paid in. It has paid $121,000,000 in dividends during the last forty years, an average of $3,000,000 a year, besides paying over $40,000,000 for equipment, including railway and transportation stock, and also investing about $25,000,000 in other mines. Quincy Adams Shaw, president of the company, draws a salary of $100,000 a year as president and $20,000 a year as director. First Vice-President E. L. Agassiz draws $50,000 a year as vice-president, and $20,000 as a director. James McNaughton, the "big boss" and king of the copper company, draws $25,000 a year as second vice-president, $20,000 as director, and $40,000 as general manager. Several other officers also draw princely salaries. These facts are given to prove that the company is able to meet the demands of the men and still make 300 per cent. dividends for the stockholders.

D. L. Frawley, employed by the Senate lobby committee to audit the books of the National Association of Manufacturers, testified before the committee that between 1903 and 1913 the association paid $245,000 to Martin M. Mulhall for legislative and campaign work. The audit confirmed in many particulars Mulhall's testimony to the committee. The association spent more than $2,000,000 in those ten years for all of its various activities, Frawley reported. Accounts which Mulhall said had been designated by numbers on the association's books to hide the identity of some of those drawing money for legislative or campaign work were investigated by Frawley, who reported he could not find that the accounts ever had carried the names of the beneficiaries.

The strike of the teamsters, which has been in progress for the past two months at Cincinnati, has terminated, the men returning to work at increased wages and improved working conditions. The men will maintain their organization and strive to increase its membership, which now approximates close to 4,000 in the various unions.

One of the most striking effects of the recent industrial upheaval in South Africa has been the great increase in the membership of the various trade unions. Men have been joining in great numbers, and the railways, which are state-owned, have about 78 per cent. of their daily paid employes in one union.

A defense fund of $250,000, to be used in case of important strikes or other emergencies, is to be raised by the United Association of Plumbers, Gasfitters,

Steamfitters and Steamfitters' Helpers. This announcement has just been made by the general executive board of the association, which ended its eighteenth biennial convention last week. A special assessment upon the membership will be levied for the fund, which will be kept on hand at all times. The general executive board also announced that benefits paid to families of deceased members would be increased.

The Southern Pacific Railroad Company has entered into an agreement with the Order of Railroad Telegraphers whereby 1,200 telegraphers employed by the company will receive an increase of 10 per cent. in wages and a reduction of one hour per day in their work day. The agreement, which was concluded recently, dates back to September 1.

The Senate has confirmed the nominations of the commission on industrial relations, which was sent in by President Wilson several weeks ago. The nominations had been held up in the committee on education and labor. Senator Hoke Smith, chairman of the committee, had a meeting and reported them to the Senate. John B. Lennon, treasurer, and James O'Connell, third Vice-President of the American Federation of Labor, are members of the commission.

After November 10 the minimum wage for women workers in Oregon will be $8.64 for a maximum week of fifty-four hours. The welfare commission has made this order under the law passed by the last legislature. The law under which the commission was clothed with authority provides a penalty for violation of the commission's ruling by a fine of not less than $25 nor more than $100, or imprisonment in the county jail for not less than ten days nor more than three months, or by both fine and imprisonment. Any woman worker who is paid by her employers less than the minimum wage to which she is entitled may recover in a civil action the full amount of the minimum wage, less what she has already been paid, together with such attorney fees as may be allowed by the court. Any agreement to work at less than the established minimum wage shall be no defense in a court action. The commission's order establishing the minimum wage and conditions makes provision for a lunch period for women employes in manufacturing establishments in Portland of not less than forty-five minutes.

Secretary of the Department of Labor Wilson has directed the chief clerk of the Bureau of Labor to proceed at once to Denver, Colo., to make an effort to settle a controversy now on between the coal miners and operators. A strike of large proportions is pending, and quite a considerable number of coal miners have already laid down their tools. While the operators have refused arbitration, suggested by the State labor department of Colorado, yet as indicated, the labor department of the government will use its good offices in an effort to secure a settlement.

Further advances of wages gained by British Carpenters amounting to ½d. and ¾d. per hour have been announced by the executive council of the Amalgamated Society of Carpenters and Joiners. These advances will apply to seventeen centers, including Grimsby, Bishop Aucland, Shrewsbury, Forfar and Hereford.

The machinists and other shop crafts have signed an agreement with the Denver & Salt Lake Railway Company providing for an increase in wages of 1 cent per hour and a 9-hour day until April 1, 1914, at which time the 8-hour day goes into effect. This is the first signed contract the unions have had with the management of the Moffat road.

More than two and a quarter million workers were represented at the British Trade Union Congress which closed recently at Manchester, England. This was an advance of a quarter of a million over the previous year. Charles L. Baine,

secretary of the Boot and Shoe Workers' Union, and Louis C. Kemper, secretary of the United Brewery Workmen, were present as delegates from the American Federation of Labor, and for the first time in the history of the congress, Canada, Germany and France were also represented by fraternal delegates. At one of the sessions a message was sent President Gompers congratulating him on his recovery of health. The congress went on record as strongly opposed to the principles of syndicalism. I. H. Gwynne of the Tin and Sheet Millmen's Society and T. Greenall of the Miners' Federation of Great Britain, were selected as fraternal delegates to the coming convention of the American Federation of Labor, which will be held in Seattle this year.

Massachusetts and Child Labor

As a result of the child-labor laws which went into effect in the State of Massachusetts on Labor Day, that State has taken a definitely progressive and far-reaching step to end one of the most iniquitous industrial evils of the day.

The most important provisions of the Massachusetts statute are as follows:

"No child between 14 and 16 to be employed without the issue by the school superintendent of an employment certificate.

"Powers of truant officers over children increased. May go through factories and workshops to look for violations of law. Heavy penalties for violation.

"No child under 14 can be employed in a workshop.

"No child under 16 can be employed where there is dangerous machinery.

"No child under 18 can be employed in disease-breeding trades.

"No child under 21 can be employed in the sale of liquor.

"No boy under 12 and no girl under 18 may sell papers or black boots in Boston or other cities having a population of 50,000.

"No boy under 16 may sell papers after 9 o'clock at night.

"If one permits a child to work in violation of the act he may be fined $50 and sent to jail for thirty days for the first offence, and fined $200 and sent to jail for sixty days for the second offence.

"Any person who should sell papers or boot blacking to a child knowing that the child intended to work in violation of law may be fined $200 and sent to jail for sixty days."

Few realized the comprehensive character of the Massachusetts laws until the recently appointed State board of labor and industries started to make a study of the statute in response to appeals for information from manufacturers and others whom it affected. Much confusion resulted at first from ignorance of the scope of the measure, but this has now been dispelled as the State Board has issued a schedule of the laws and has answered hundreds of questions regarding them.

In addition to these laws there are new hours for women and minors which went into effect October 1. This extends the operation of the fifty-four-hour law to telephone exchanges and to other lines of work besides factories. The time schedule, showing the hours of labor of women and minors, must be mailed to about fifty thousand employers.

The Massachusetts State board of labor and industries was appointed only a short time ago though it should have been appointed to take office last spring. James A. Lowell, who was chairman of the workingmen's compensation commission, is chairman of it.

Employment Bureaus

It has been a constant source of wonder why the great internationals of all crafts have not established and developed employment bureaus, where the man and the job may be brought together with the least financial outlay to both employer and employe.

James M. Lynch, president of the International Typographical Union, in his annual report to the Cleveland convention, asked that body to establish such a bureau for the printers. The report says:

"Employment associations and trade publications now conduct employment bureaus; why should not the International Typographical Union, with its immense resources and perfected machinery, be able to make a distinct success of such a venture? Indeed, I am of the opinion that if we enter into the scheme our effort will supersede all others now in existence and that our employment bureau will be the one whose aid will be sought by both employer and workman. In addition, such a bureau should prove an organizing factor of great value, for after all, it will make of the International Typographical Union a stronger force in its field and one that will appeal in equally great proportion to the employer of printers. The New England Typographical Union and the Indiana Conference of Typographical Unions now conduct employment bureaus, to the satisfaction of affiliated locals and their members."

The present haphazard hunt for jobs or search for workmen can be reduced to an absurdly low degree by the establishment of these bureaus in all crafts.

There are hundreds of ways in which self-respect and money can be saved to the enforced tourist if it is possible for him to be brought in touch with a situation when he wants one, or when the situation may find the man when it searches.

This idea will bear development and is sure to produce good. With the establishment of the employment bureau the traveling man who scorns a card could be made to work a minimum of mischief at a minimum of trouble and expense.—Journal of Labor.

Women in the Professions

Woman's place may be the home, but judging from recent statistics, she seems to have deliberately ignored the fact, for there are 239,077 stenographers, 327,635 teachers and professors, 481,159 in various trades, 777,055 engaged in agricultural pursuits; 7,300 physicians and surgeons, 7,395 clergy "men," 2,193 journalists, 1,037 architects, designers and draftsmen, 1,010 lawyers and 429,497 women in various other professions.

Loneliness

Ibsen makes one of his persons say that the greatest man is most alone. Shelley said of Wordsworth:

"Thou wert as a lone star,"

and Wordsworth said of Milton:

"Thy soul was like a star and dwelt apart."

Perhaps, indeed, greatness has a loneliness which is harder to reach, but surely not more sorrowful, than that of common man. The great man is able to explain his loneliness, especially if his is the greatness of art, and everybody can be made to see it; but what of the loneliness of the most obscure of human beings —some shop girl in a great town, some farmer's son alone and dreaming, some child with unkind parents? That loneliness is not less which has not the halo of greatness to give it to glory.—Norman Hapgood.

The Wish and the Reality

Within a dark, majestic wood
Where joyous song birds spread their wings,
Two stately trees, all to the good
Conversed as follows, noble things!

"When I am felled," remarked the first,
"I fain would take an ocean trip;
I hope that I, in brine immersed,
Shall be a portion of a ship.

"I hope to sail to foreign ports
And put the raging storm to shame,
Permitting barnacles galore
To cling to my receptive frame."

"From ships I fain would hold aloof,"
The other giant murmured low,
"I hope to be put in a roof
And shield a hearth and home from woe.

"I would not gaze from vessel's keel
At gloomy caverns of the sea,
I fain would view the skies and feel
The cooling breeze sweep over me."

Soon fell those trees by woodmen's hands,
But, ah! they tasted sorrow's dregs;
For one was used for toothpicks and
The other one for wooden legs.

W. G. HOLT.
L. U. 1292, Huntington, L. I.

News Notes from Local Unions

Notice

Carpenters, stay away from Jefferson City, Mo. There is not sufficient work here to keep our local men employed.—L. U. 945.

Traveling brothers are requested to stay away from Jacksonville, Fla. The past summer has been the poorest in years, many men are idle, and the outlook for the winter is not encouraging.

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As the strike at Racine, Wis., is still pending, union carpenters are earnestly requested to stay away.—L. U. 91.

❖ ❖ ❖

Smithtown, L. I.—Carpenters are urged to stay away from Smithtown, as work here is very slack, owing to trade depression.—L. U. 1167.

❖ ❖ ❖

Palm Beach, Fla.—Carpenters are requested to stay away from Palm Beach. The dull season is now on and idle men are plentiful.—L. U. 819.

❖ ❖ ❖

Savannah, Ga.—Brothers are asked to keep away from Savannah at present, as trade is dull. By coming here you will only swell the ranks of unemployed carpenters.—Savannah District Council.

❖ ❖ ❖

Vancouver, B. C.—As trade conditions here are irregular, owing to the influx of immigrants, and as there is no prospects of improvement in sight, carpenters are advised to stay away until further notice.

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Waycross, Ga.—Carpenters coming South in the direction of Waycross are urged to write to R. L. Singleton, R. S., L. U. 779, regarding conditions. Work in the building trades is very slow in this vicinity. L. U. 779.

Akron, Ohio.—Satisfactory progress is being made by L. U. 446 of this city in the last two months. According to Business Agent Shatzer this flourishing young local has at last struck a steady gait, 252 applications being received up to June 30.

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Omaha, Neb.—Members of the U. B. are requested to stay away from Omaha, as there is a strike on for 55 cents per hour. The city is flooded with idle carpenters, but if traveling brothers remain away until further notice we will win.—Strike Committee.

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San Diego, Cal.—Carpenters are advised to stay away from San Diego until further notice owing to general business depression. Wages have been reduced from $4.50 to $4.00 owing to the increased number of idle men, caused by so many carpenters coming here.

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Clinton, Iowa.—As a trade movement to increase the strength of L. U. 772 is now on, please stay away from Clinton until further notice. This town has only had a 50 per cent. organization for eight years, but since June 1 we have almost doubled our membership.—L. U. 772.

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St. Petersburg, Fla.—While the movement for an increased scale of wages here is meeting with success, conditions here have not yet reached the normal stage. The town is overrun with traveling brothers. All carpenters are advised to stay away for the present.—L. U. 531.

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Salt Lake City, Utah.—Traveling brothers are requested to pay no attention to advertisements appearing in newspapers regarding "Carpenters Wanted" at Salt Lake City. A large

number of men are idle here and there are no immediate prospects of a change for the better.

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Cedar Rapids, Iowa.—Traveling brothers should steer clear of Cedar Rapids and vicinity during the winter months. We have 200 here already of which fifty were laid off on one job recently. A few large jobs are about to shut down soon, which will leave from 100 to 150 of our home men idle.—L. U. 308.

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Hot Springs, Ark.—Carpenters are requested to stay away from Hot Springs, Ark., as the city is now overrun with mechanics of every kind, hundreds walking the streets looking for work. Half of the city was destroyed by fire September 5, but material of all kind is very scarce and it will require at least sixty days to adjust insurance and get work started. Brothers, our own members are now walking the streets and if you come here you will only add to the list of the unemployed. Give us a wide berth and wait for further reports before casting your lot here, where you would be welcomed if there were anything to do. We will report as soon as we need your help, if such a condition should prevail. Remember that L. U. 891 has the "scabs" of the entire country to fight, this being a health resort. We earnestly request you to heed this notice and thereby help us to keep the town organized.—By order of committee, L. U. 891.

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A Milwaukee Change

Carpenters' Local 1586, Milwaukee, has changed its quarters from 1432 Green Bay avenue to Rahn's hall, 1420 Green Bay avenue.

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Frisco's New Hall

San Francisco, Cal.—Work is being rushed on the new hall now being erected by the Carpenters' Hall Association at Valencia and McCoppin streets. The work of excavating has been completed and the laying of the foundation started. The building will cost $30,000 and when completed will be used as headquarters by a number of carpenters' unions.

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Portland District Council

Portland, Ore.—Systematic efforts are being made by the District Council here to get all the carpenters in Portland and vicinity into the Brotherhood and progress is being made daily. The council is made up of delegates from eight unions in the district. Meetings are held each Friday at the Labor Temple. An average of twenty-five delegates attended.

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A Flourishing Local

Minneapolis, Minn.—No. 7, the big Minneapolis local, recently voted to concur in the proposed plan of solidification presented by the joint committee from the United Brotherhood of Carpenters and Joiners and the Amalgamated Society of Carpenters. Secretary Soderberg reported a gain of seventy-three members in good standing for August over July. The members are practically all working.

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Galveston, No. 526

Galveston, Tex.—Meetings of L. U. 526 of this city are being exceptionally well attended recently and the steady growth of the local is most gratifying. Reports show that members are satisfied with local conditions in general and that there is at present a considerable amount of work for the carpenters, considering the season of the year. Every indication now is that the builders will be called on for more and more work throughout the fall and winter season, a report which is received by this local with pleasure.

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Cleveland Progressive

Cleveland, O.—The Brotherhood now has nearly three thousand members in this city and the numbers are being steadily added to from week to week. No. 11 alone has close to nine hundred

members, and, according to Business Agent Sheehan the thousand mark is likely to be reached before snow flies.

Non-union carpenters are requested to take notice that on and after October 15 the initiation fee of the Brotherhood will be $25 and for suspended and expelled members $40.

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Mankind in the Making

This is a photo of the little son of Brother Champlin, member of L. U. 66, Jamestown, N. Y. It is not often one gets so characteristic a glimpse of the early stages of the development of a

union carpenter. Assertiveness and force of character are outlined in the features of this promising "young man" as well as in his defiant declaration of principles.

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A Laudable Undertaking

Brantford, Ont.—A notable instance of the strong fraternal spirit which exists between members of the Brotherhood—and of the unostentatious assistance that is oftentimes rendered the families of deceased union men—is revealed by an article recently published in the Brantford Daily Expositor, telling of the work done by Brantford Local 498 in building a home for the family of John Haddaway, a brother whose death from tuberculosis occurred over a year ago.

Haddaway's death left his widow and six children in straitened circumstances, and, although they did not seek charity, L. U. 498 felt that something should be done for them. A collection was therefore taken up among union men and about $600 secured. As a result a lot on St. Paul avenue, Brantford, was bought for a nominal sum and the work of erecting a comfortable home for the Haddaway family started, the union men of the city, bricklayers, etc., assisting the members of L. U. 498 in the good work.

Before last winter set in the concrete work was completed and the joists of the first floor laid. The bricklaying work was started last spring and the building is now almost completed. The members of the U. B. have been the most active participators in the work from the start, but praise is also due the other crafts of Brantford who freely contributed their services and without whose aid little progress could have been made.

"The house is a seven-roomed residence constructed of red brick, and it presents a very attractive and neat appearance," says the Brantford Expositor. "There will be two rooms upstairs. It is not a palace, but altogether the place will make a comfortable little home for the family, which was placed in need by the loss of its breadwinner. The house will, in all likelihood, be finished well before the winter sets in, and the whole scheme reflects great credit on the body of some seventy Brotherhood carpenters who are in this city, not forgetting the members of the other unions who also played an important part in the good work."

The president of L. U. 498, Albert G. (Bert) Brown, by common consent of the workers, is credited with being the leading spirit in this praiseworthy undertaking, which was attended by no fulsome publicity and public appeals for aid.

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Texas State Councils

The Texas State Council convention, which was held at Greenville, Tex., recently, was one of the most successful in the history of the U. B. in the "Lone Star State." Brother Harry Blackmore of the Executive Board of the U. B. was present and a large amount of business was transacted during the sessions. Waxahachie was selected as the next meeting place, the first Monday in August, 1914. As a result of the discussions which took place relative to increasing the number of locals in the State, the State Council is now figuring on placing a third organizer in the field. Another result of the Greenville meeting has been a demand for the formation of a ladies' auxiliary to be made up of the mothers, wives and daughters of union carpenters. Such a body, it is thought, would prove invaluable in providing social features and in assisting in the union label campaign.

One thousand dollars was appropriated by the convention for organization purposes in the State. The convention also favored a movement to prevail on the larger cities to raise the wage scale to $5 per day, to take effect May 1, 1914. El Paso is the only city with this scale in operation. In addition assistance was pledged all the unions working below the $4 mark in their efforts to bring the scale to that figure. The question of increased initiation fees and dues also came up for discussion and was favorably approved.

The State officers elected for the ensuing year were:

D. B. White, Sherman, president; S. W. Stout, Wichita Falls, first vice-president; Ardis Lee, Greenville, second vice-president; J. E. Proctor, Houston, secretary-treasurer; W. E. Hempsell, Ft. Worth, W. E. Davis, El Paso, J. M. Sutton, Hillsboro, B. M. Fry, Dallas, Charles Stafford, Texas City, A. J. Hardin, Kingsville and C. L. Hawkins, Houston, members of the executive board.

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Augusta's Oldest and Largest

Augusta, Ga.—L. U. 283 and the District Council will shortly move into new headquarters at Labor hall, corner of Ellis and Jackson streets. L. U. 283 has the distinction of being the oldest and largest labor union in the city. It is also one of the strongest financially. It has a membership of 400 and a fund in its treasury of several thousand dollars.

Local No. 283 is the successor of Local No. 240 which was first organized in March 15, 1889, with about fifty charter members and with George Durst as its president. The local was later reorganized under Number 283, its present designation.

The union has to its credit a great volume of work of benevolence, performed systematically and along wise and efficient lines. It forms the leading component part in the District Council Carpenters and Joiners of Augusta and vicinity. Among the oldest living members, those who took part in the formation of the old No. 240 and had their names inscribed in the first charter, are J. F. Corley, W. M. Faulkner and W. M. Jones. The three are still active in the affairs of the local.

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Information Wanted

John Knauf, a member of L. U. 492 of Reading, Pa., recently deserted his wife and child and left here for parts unknown. Knauf is about 27 years old, about 5 feet 4 inches tall, and is of dark complexion. His working card is nearly run out. Any information as to his whereabouts will be appreciated by George S. Roberts, Rec. Sec., L. U. 492.

D. W. Srader, a member of L. U. 1367, Chicago, Ill., deserted his wife July 15 last, leaving her sick and destitute. Srader is a man of good address and a "great talker." The middle finger of his left hand is missing. Information regarding him will be thankfully received by his wife, Mrs. D. Srader, 4063 Wentworth avenue, Chicago, Ill.

Allen Underwood, a former contractor and member of L. U. 1219 of Christopher, Ill., has left that place, taking with him money belonging to brother members. Information regarding him is desired by George Ensinger, Rec. Sec. L. U. 1219, Christopher, Ill.

If Edward Murray, formerly of Kalamazoo, Mich., who was last heard of in Shreveport, La., will send his present address to John Hannah, care Carpenters' Union, 206½ Main street, Houston, Tex., he will greatly oblige an old friend who is anxious to hear from him.

Information is desired as to the whereabouts of C. W. Squier, formerly a member of L. U. 651, Jackson, Mich., until his suspension in June, 1912. Squier disappeared from Jackson about May 1, 1912, leaving a wife and two small children in poor circumstances. It is thought he may have joined the Brotherhood elsewhere under an assumed name or as C. W. Calvin or Cal. W. Squier. Any information should be sent to C. W. Davis, Fin. Sec., L. U. 651, 320 Bush street.

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Missing Apprentice

Albert L. McGarvey, age 17 years, an apprentice, ran away from his home at Springfield, Ill., recently. McGarvey was born July 5, 1896, is about 5 feet 8 inches in height and weighs about 160 pounds. He is of fair complexion, with dark hair, and has a scar on back of left hand measuring about 1¼ inches from knuckle of index finger straight toward the wrist. His father, who is an old U. B. member, thinks the boy may have gone to California. Forward information to James T. Nealon, Union 16, 1110 N. Seventh street, Springfield, Ill.

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A Defaulter

L. F. Porter, former financial secretary of L. U. 1391, Reading, Mass., absconded with the funds of his Local Union to the amount of $36.53. He has been expelled from the local.

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An Absconder

Red Bank, N. J.—Clarence A. Ford, formerly financial secretary of L. U. 1405, is an absconder and has been expelled from the local, Wm. P. Scott having been elected financial secretary in his place. Ford deserted his wife and family, leaving them penniless. Information as to his whereabouts should be sent to B. F. Skidmore, R. S., Box 18, Oceanic, N. J.

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Embezzled Funds

Be on the lookout for Albert Polock, formerly a member of Local Union 1002 of Newark, N. J., who was expelled from union 1002, on Monday night, August 18, 1913, for embezzling the funds of the union. Polock, who was a delegate to the District Council from Union 1002, from time to time collected money from the District Council due the local on applications amounting to about $116, and instead of turning it in appropriated it to his own use. He left the city for parts unknown and later on his family followed him, we are told, to Detroit, Mich. A. R. Wyatt, Sec. L. U. 1002.

Our Limitations

There are noises louder than thunder which we cannot hear, the road that lies on the other side of silence, writes Frank Harris in "Unpath'd Waters." We men are poor, restless prisoners, hemmed in by our senses as by the walls of a cell, hearing only a part of nature's orchestra and that part imperfectly, seeing only a thousandth part of the color marvels about us and seeing that infinitesimal part incorrectly and partially.

Trade Notes

Successful Trade Movements

Wheeling, W. Va.—The executive committee of the District Council has adjusted an unauthorized strike at the Neuralgyline company's building which is in course of construction by the Kitchen company here. An increase was obtained for the men of 2½ cents per hour, making the rate on the job 45 cents.

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Peoria, Ill.—Our locals, through Business Agent Brown, have made a settlement with George Edmonson, a non-union contractor, and he will from now on be one of the union contractors. Mr. Edmonson came here from Canton about a year ago, when he did some work for the National Implement show people and he employed non-union men at that time. This is the first time he has employed union men.

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Ft. Worth, Tex.—The Union Banner, the local labor paper, says: "For the first time in the history of labor and capital employers have granted far-reaching demands of labor without a dissenting vote. Such accessions were made by the Ft. Worth contractors to the two carpenters' unions. The unions asked for a shorter work week and an increase of 5 cents an hour in wages. The scale is now $4.40 a day."

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Watertown, S. D.—While the members of our local here have not succeeded in obtaining an increase, several important points have been gained. The contractors have agreed to pay a scale not exceeding 45 cents per hour and to observe strictly the by-laws of the Brotherhood on and after January 1, 1914. In addition, "saw and hammer" men will no longer be employed by contractors, their places being filled by apprentices with cards only.

New Rochelle, N. Y.—The movement of L. U. 350, for an increase of wages has been successful. The new rate of $4.50 per day, instead of the former rate of $4.25, went into effect September 1.

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Shawinigan Falls, Ore.—The strike here has now been declared off by Local 1775 and nearly all our men have returned to work. While we were not successful in obtaining all our demands, the rate of wages here has been increased at least 10 per cent.

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St. Paul, Minn.—The Cabinetmakers' Union, attached to the United Brotherhood of Carpenters, has won its contest with the Schlitz Brewing Company here, and the differences have been settled satisfactorily to the Cabinetmakers. The question involved the union shop, and the Cabinetmakers won their contention and the brewing company mentioned will hereafter treat with the organization on a union shop basis.

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Dallas, Tex.—The Building Trades Council has finally succeeded in securing an agreement from the Slaughter Construction Co., one of the largest employers of labor in this city, which has previously been in the habit of working a few non-union men on all its jobs. At last the building trades organizations have become sufficiently unified to force the issue, and a decision was made to do away with the "open-shop" policy, and the company will hereafter employ union men.

Successful Celebration

Watertown, S. D.—A most successful celebration took place here Labor Day. The parade, in which city officials and all Local Unions participated, was held

in the forenoon at the close of which a trip was made to the Outlet, Lake Kampeska, where a Labor Day address was delivered by J. G. McFarland, city attorney, followed by a base ball game and an enjoyable program of field events. Much of the success of the celebration was due to the painstaking efforts of Brother W. O. Halley, recording secretary of Local 1702.

General Secretary at Syracuse

Syracuse, N. Y.—The carpenters of Syracuse and vicinity held a big meeting, Tuesday, September 16, which was addressed by General Secretary Frank Duffy and General Organizer, William J. Byrne of New York City. This was Mr. Duffy's first visit to Syracuse and his words were listened to with interest by the large number of carpenters present. He pointed out the advantages of the labor movement and gave a brief summary of what had been accomplished by the U. B. in recent years.

Maritime Builders Coming In

The various locals of the Pacific Coast Maritime Builders' Federation, extending from San Diego to Vancouver, comprising caulkers, ship carpenters, ship joiners and boat builders, says Organized Labor of San Francisco, are being received into the United Brotherhood of Carpenters and Joiners of America as rapidly as charters can be had from the Brotherhood's headquarters in Indianapolis. This amalgmation was effected at the Maritime Federation convention recently held in Portland, and is due largely to the diplomacy of General Organizer W. A. Sexton of the carpenters, who did much effective work in Portland.

"After the matter had been properly brought to the attention of the maritime workers, they were not slow to realize the desirability of joining hands with the Brotherhood.

"The spirit of the times is concentration, the elimination of wasted effort, and in no walk of life is this more necessary than in the labor movement. The stanch unionists who recently comprised the Maritime Builders' Federation are to be congratulated for having decided to join hands with the powerful United Brotherhood of Carpenters & Joiners of America, which has been made that much stronger by the additional membership it thus receives."

A Lake Under Philadelphia

Philadelphia, Pa. — Engineers in charge of the excavations for the foundations of the addition to the Ritz-Carlton hotel at Broad and Walnut streets assert that central Philadelphia with its skyscrapers is resting on a floating island and may at any moment be engulfed in quicksand.

Forty-five feet below the street level workmen poked their picks through the shell-like covering of an underground lake, the waters of which rise and fall with the movements of the tide. The engineers say that far underground this "lost water" is ebbing and flowing, just like at the open seashore.

How high the water rises or how low it falls is difficult to figure for this subterranean flood which is surging backward and forward beneath Philadelphia is not "free" water.

Forest Protection

Reports of forest fires from the states with which the federal government is cooperating show that there has been a general lack of unusual fire danger this year. This is not taken to mean that there have not been a great many fires, but that an efficient fire-fighting force has been adequate. Only two States—Massachusetts and Maine—have thus far found it necessary, because of extra serious fire hazards, to call upon the emergency provisions of their agreements with the federal government.

The Canadian membership of the American Federation of Labor is about 93,000, or one-twentieth of the whole membership of that organization.

Craft Problems

Frames for Training Fruit Trees

(By George Rice.)

Some enterprising carpenters find a very profitable source of revenue in the making of wooden frames for the training of trees. The accompanying illustrations will give an idea of the character and design of the frames. The carpenters and cabinet makers who have undertaken the making of the frames have, as a rule, established side shops, where spare hours might be devoted to the designing and framing of the devices. In some sections of the country where tree culture is thriving there is considerable work to be done in this line. There are certain farming districts in which the farmers undertake to make trees grow to certain frames and the frames are made by the local carpenters. Several of the wood workers who are engaged in this line of work informed me that they made good returns on their labor. Persons ordering special work of this nature always calculate upon paying liberally for the product. It is a custom. Hence good values may be secured.

In order to put in a shop in which devices of this kind may be erected, a number of tools are needed and an assortment of pieces of timber. The wiring is also done by the carpenter. The frames are made from common pine stock as a rule, although I noticed several descriptions of hard and soft woods used for the purpose. The pieces are made strong enough to make powerful frames.

Figure 1 is a sketching of one of the popular forms of frames. The object is to get a frame with wires on which a tree of tender growth may be adjusted as shown. The joints in the pieces of wood are made in several ways. I saw tenoned joints, dove-tailed joints, and all kinds of joints. In some cases the pieces were simply laid one upon the other and nailed. Bolting was also used in some of the heavier frames. Screws are recommended. Wire nails may be used to good advantage. The nails are driven through and clinched on the other side. The pieces forming the frame of wood should be heavy enough to support the frame in good form without warping, twisting and contracting, as some frames do. I saw several frames so badly distorted that they were useless. Good, selected, seasoned stock should be used. Then, after the frame is made, the wires are stretched and stapled on as shown. Next comes the painting of the frame. Green or other color is selected. In order to preserve the parts of the frame posts that sink into the ground water and insect-proof paint is employed about the bottoms. Tar is often put on. As painting of the upper part adds to the expense of the frames, this part is often omitted. Then when the user gets the frame in service he puts on a coat of whitewash.

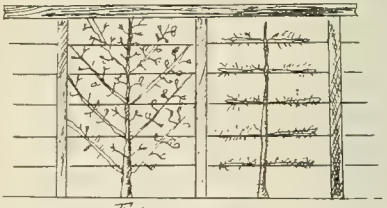


Fig. 1

While most of the frame makers construct the frames only upon order, I noticed that some of the builders had frames made up ahead and in readiness for sale. It is safer to wait for the order and plan. Almost every farmer wants a specially designed frame. He has his special trees and shrubbery to train and he must have the frames to correspond. Then he has his own ideas on the subject and these have to be

catered to, as he is the man who pays his money and is entitled to what he wants.

In Figure 1 the object of the wires is seen. The tree can be planted and the frame set up next to it and the branches of the tree strung along in any fashion desired. Each branch is secured to the wire by a piece of cord. The branches can be extended upwards at an angle or straight out. The branches being held in this form day after day soon begin to grow in this shape and the wiring can be dispensed with in time.

Another form of frame is shown in Figure 2, in which the height is greater so as to accommodate the branches of taller trees. In fact some of the frames

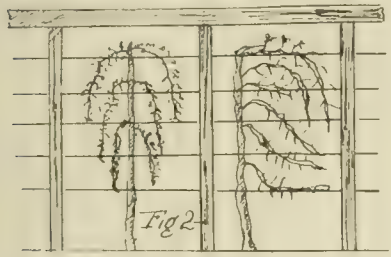


Fig 2

are exceedingly high. But the trees should be taken when small and young. The tall frames are cumbersome and expensive. The lighter and smaller frames are the most convenient to use and make. Still, the carpenter is able to turn out any size or design needed.

There has been quite a demand for the low, extending style of frame, constructed like a rail fence, as in Figure 3. In this pattern of fence the posts are constructed of substantial lumber and ten-

Fig 3

oned to the rail. The rail extends along the top of the posts as shown. Then there is a line or two of wire employed. The smaller sizes of shrubbery or trees can be trained to good advantage with this style of frame.

Then there are oval frames, diamond-shaped frames, square frames, round frames, oblong frames and still others. The constructor of frames for training trees finds that he has quite an extensive field to work in. Much depends upon his own ingenuity. It is seldom that a plan in detail is given to him. Often the party desiring the frame simply outlines what he wants on a piece of wrapping paper. Or he may not even do that. He may give a verbal explanation of what he needs and the wood worker will have to think it out and erect something accordingly.

There will be a call for a frame of the nature of that shown in Figure 4. Here we have pieces of wood connected so as to shape certain designs. Or perhaps

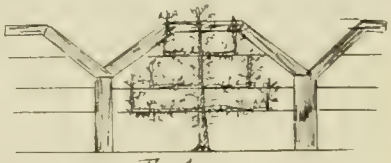


Fig 4

the call is for some hoop-fashioned pieces as in Figure 5. The man who has the project of frame making in hand never knows what is going to come next.

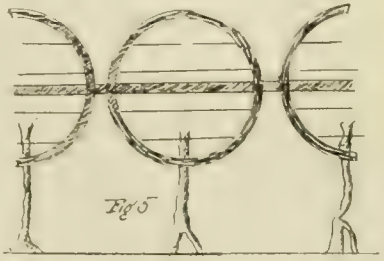


Fig 5

He needs the necessary tools and devices, some lumber, and general small fittings, and then he can go to work. The expense of putting in the few additional fixings for making frames is very small. The returns in many sections of the country are profitable. The average carpenter calculates upon 50 cents per hour for this work, to which is added the expense of the materials. In this way the prices on work are fixed. But in the general run of things of this order an addi-

tional charge is made because of the special character of the work. Hence this line of product costs a little more than the regular output of the shop.

Heavier Framing

(By E. H. Clark.)

Indifference to the insistent demands of common sense, regarding the use of dimension stuff in house building, causes great dissatisfaction, and very often, expensive trouble. When you walk across the floors of new houses which are supposed to be honestly and carefully constructed, don't you feel the vibration of the joists, the trembling of timber which causes a rattling of dishes or bric-a-brac on the tables and walls? Nothing is more annoying or aggravating, and nothing is more inexcusable on the part of the builder or owner, or both.

Then let us begin at the foundation. In most cases the joists are too light. Lower sleepers or joists should, by all means be never less than 2x10, and 2x12 is better. The habit of using 2x8s is too common in foundation work. The heavier dimension should be used, and spaced not farther apart than 16 inches on centers. In case of short spans of 10 or the most 12 feet, 2x8s may be used if close enough to insure solidity. But this size joists should never be used on 16-foot spans, or above that. Bridging can be employed to good effect on wide joists if spaced closely. On narrow stuff the truss effect is lost almost entirely, owing to the horizontal position; they cannot possibly have the rigidity which is so necessary. It is time and material lost to bridge narrow joists unless very close together.

There is a way, however, which is always available, and it beats all the bridging you may do—a foundation wall under the center of the joists. If no wall is built, across and under the center of a stretch of joists, place a good, heavy piece of timber, supported by three piers of concrete, being sure that every piece of timber has a firm bearing on this support. You will find that this plan, if carefully done, will be much more effective than bridging.

For second-floor joists, of course, no center supports can be placed across rooms, so they should be 2x10, which will admit of very effective trussing, being spaced on 16-inch centers.

The third set of joists (I am referring to a two-story house) if there is to be an attic room, should be 2x8.

It is very important to give sensible consideration to studs and rafters. If you are building a tall house, the only thing to use for studs is a 2x6. A 2x4 is too light for two-story houses, only measuring, in most cases, 3⅝ inches. Studs of this dimension, braced in the manner described in a former article, have 100 per cent. more wind resistance than the size usually used. The strength of these heavy studs is not impaired by cutting gains for joist-bearer, braces, etc., as is the case in lighter stuff.

All rafters (when an ordinary shingle roof is to be put on) over 12 feet should be made from 2x6s. Where a slate or tile roof is to be made, all lengths of straight, cripples and jacks should be not less than 2x6. The fragile 2x4 will sag to an alarming extent even under wooden shingles.

This is the day of quick work on dwellings. The question, when you begin the work, is, "How soon can I move in?" People are too prone to put up a frail job just for the speed it insures, and in order to get to another one. It is impossible to do good work and go in a trot. I do not wish to be understood as an extremist on this subject, nor do I wish to urge upon you the old-time barn frame for houses, but I do contend that the modern dwelling, as a rule, is constructed out of stuff that is too light and flimsy.

Of course, the wide-studding idea calls for deeper window and door frames, but you will be delighted with the pleasing appearance of the change, and we are all sure that it is more substantial in every way. Yes, it will cost a few more dollars to use heavier frame stuff, but you will have a job that will be free from

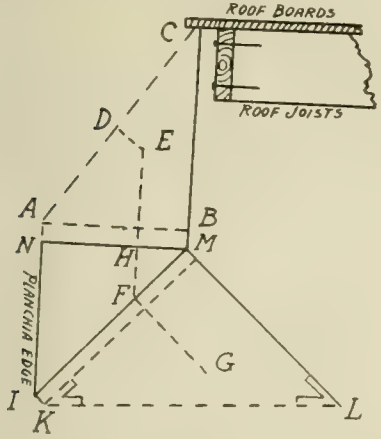
shake in any direction, which is several hundred dollars better than a skimpy, limber and saggy one.

Segments of Curves

(By Wm. Innes, L. U. 461.)

It should interest the brothers to know how to get any segment of a curve for the edge of a flat roof, such as a porch, a piazza or a French curved roof by the triangular method; also their opposites as segments of domes.

Supposing a flat piazza roof with concave rafters for its edge: Its curve having a run of 12 inches and a rise of 16 inches, and an apothegm of 3 inches. We can make a draft of it here to an inch scale, but whole size on job, thus:



Here A B is run and B C height of curve, and A D is half of A C, and squaring from D any desired distance (here it is 3 inches) gives point E and the triangle points are A E C.

If we want to get the hip or valley curves also by the three sticks nailed as a triangle, make a vertical line from E to F and square F G from line I F same length as H E and K G L are the three triangle points for hip or valley. Here M L. is same length as M C. Squared from line I M. Here A N is bottom end of rafter or 2 inches on this scale, and. of course, I K is also 2 inches.

We should not forget that bottom and top cuts of rafters can always be had without figuring by the bevel.

If square is used for cuts then 12 inches and 16 inches give cuts for rafter A E C applied before cutting curve (it is almost unnecessary to state that the 12-inch is held at A and 16-inch at C). The distance I N is same as N M, causing I and M to be angles of 45 degrees.

There are 2 inches left between point C and breast joist for good nailing. If C is cut to a feather edge, then breast joist can be built at point C.

To make the two triangles get two rods a trifle longer than K L and drive one nail at each point K G L; here K L is the edge of a 1x6 or a 2x6 (some prefer two 1x6s nailed together).

For this illustration the two rods can be 2 feet or more. Nail their two ends at G, letting their edges touch the nails K and L; nail a cleat (any length) to hold the two straight-edges to nails K G L, then with pencil at point G of triangle, slide from K to L for curve.

For curve A E C withdraw one nail from cleat and let the two straight edges touch their respective nails at A E C. Drive cleat, renail in this new position and draw the curve from A to C.

Having the foregoing theory added to our knowledge we are now prepared to do it swiftly as follows:

With a nail at each point, A E C, and two sticks not less than 20 inches, nail a cleat, and draw curve.

After five rafters are cut we can place two on each side of hip or valley where they belong. Make the two cuts for hip (or valley) and tack it in its place, flatten a pencil (as for door marking) and tie it to a straight-edge end; let pencil touch hip near to middle, while straight-edge rests on the two cut rafters; test if hip is plumb by making another little mark from other two rafters, and if not, make a mark half-way; brace the hip slightly and slide straight-edge from bottom to top, and curve is made.

If an intricate, ornamental hip or valley is required this last method saves hours for the good workman, and possibly a loss of days for a defective workman.

This method modifies all imperfections

arising from high or low spots in friezes or plates, crooked walls or corners out of square and assures a natural appearance.

The drawing is good for planchia of 6-inch, 8-inch, 10-inch or 12-inch.

A Home-made Fire Proof Vault

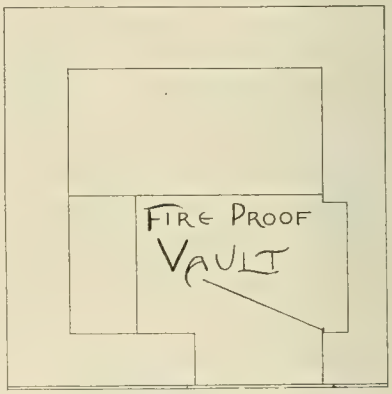
(By Dwight L. Stoddard.)

Brother Duffy:

Now, I regret to say, I do not know whether the Ark was built with concrete, as the Cement Workers told you when they tried to keep the old and faithful Plasterers from securing a seat in the A. F. of L., or whether it was built, as you supposed, by carpenters and, as you say, "they did not know enough to go in out of the rain, therefore all got drowned," but I rather think you had it figured exactly right; at least, the carpenters do not seem to have sense enough to come in out of the rain but continue to stay out of the union until just forced or dragged in. Yes, they stay out of the organization about as long as the plasterers did from the A. F. of L., and all of these facts show a lack of the proper interest in their own welfare.

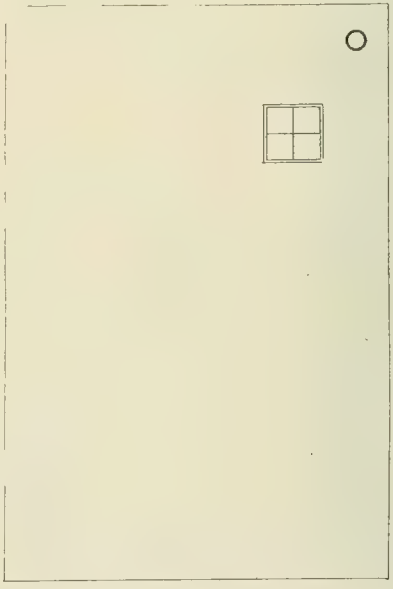
It is not my desire to discuss these matters at any length at this time, but I think we will all admit that the present time is somewhat of a cement day and age, so to speak, and the value and uses of cement for an ark or other purposes might possibly cause more discussion than seating the plasterers in the A. F. of L., so I will not take that up, either. I am one who believes that "there is no place like home" and that every carpenter, especially as they are home builders, will be interested in a little home-made fireproof vault that I constructed without cost you might almost say, for I live right near the river where sand is cheap, and right near a new cement brick plant where I could get some experimental brick for almost nothing, and as I used to install Luxfer prisms all over the State, I had a few old samples on hand that were not of any other value, and having considerable gas pipe around, too, it was a cheap matter to get a little cement and get the rest of the material together.

The plan shows the shape of my fire-



PLAN

proof vault that is about four feet square on the inside. It is built with a nine-inch brick wall and cemented on the inside and on the north side on the outside. The object of cementing the north



ELEVATION

side was that it takes more cold and stormy weather and, besides, that side has a place left out for the door to swing

back and therefore takes up less room. The inside door is a solid steel door and the outside door is a sliding door covered with iron. I show the position of the case and shelf; the shelf is really nothing but a temporary shelf to sit things on as you arrange them to put into the case.

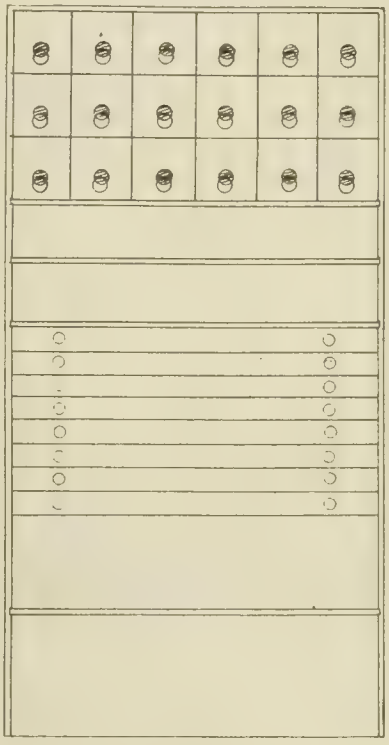
The elevation shows the north side and shows the little nine-inch Luxfer prism window as well as the spout that lets the rain off the roof.

The roof plan shows the position of the Luxfer prism sidewalk lights, which are near the top, while the roof slants down enough so the water runs freely off through the down spout. The one course of brick come up to a level height all around the building and therefore all

ROOF

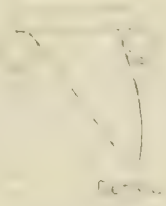
sides are alike except that the rest are entirely plain. The roof was constructed with concrete, reinforced with old gas pipe. I might have got my concrete too wet, anyhow it apparently shrunk and left a big crack right in the middle right over one of the gas pipes and with all my slushing it with cement it would occasionally leak when we had a long rain. Over a year ago, however, I got some medusa, which is a waterproof compound, to use with cement and slushed it over with that and it has never leaked since.

The case which takes up the entire space at one end, or rather nearly half of the room, is arranged with tills, drawers, etc., as illustrated, and is large enough to hold many, many things that it is convenient to keep in a place where there is practically no danger of being destroyed.



CASE

The detail drawing shows the sidewalk prism, setting between gas pipes, which is completely cemented in the roof and



is entirely waterproof. Many other gas pipes run through the roof to reinforce it. The floor is also made of cement.

Trussing Saddle Roof for Small Barn

(By James Barry.)

These sketches are intended for small buildings such as barns, store houses, etc. Iron rods, when used to prevent sagging, are usually in the way.

The method shown in Fig. 1 does away

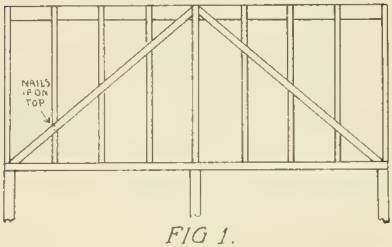


FIG 1.

with all iron rods, hangers, etc., and gives good head room.

Braces, strongly nailed from heel of end rafter diagonally on under side (or let in if on top, see Fig. 1) to meet at ridge pole act as bracing.

In Fig. 2 another way is shown which explains itself. Ridge pole should be

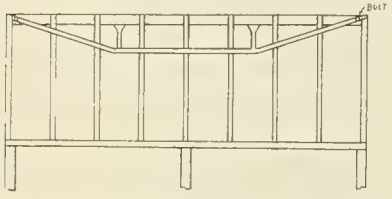


FIG 2.

kept slightly rounding while nailing rafters before taking braces off in order to insure good job.

Useful Abbreviations

When buying or ordering the following abbreviations are used in describing lumber:

S1S Means—Surfaced one side.
S2S Means—Surfaced two sides.
S4S Means—Surfaced four sides.
S & E Means—Surfaced one side and one edge.
V. G. Means—Vertical or edge grain.
S. G. Means—Slash or flat grain.
R. C. Means—Red Cedar.
D. S. Means—Double strength.
S. S. Means—Single strength.
Open Means—Without glass.
C. K. Means—Check rail.
Spl. Means—Special—not in stock.
Change Means—Change in kind of material called for—note carefully.

Lumber Shipped to the Orient

(Continued from Page 19.)

sugar pine, southern quarter-sawed oak, eastern ash, sugar maple, and western white pine.

Four woods, principally conifers and oaks, go into the construction of boats, for framing parts, masts, spars, interior trim, planking, boat crooks and tiller handles. Meat blocks are made from sugar maple, which with sycamore supplies the entire demand in the United States. Wagon felloes are made of white oak, and other parts of vehicles are manufactured from high-grades of white ash and white oak.

Growth of Correspondence School

The growth and expansion of the correspondence school idea in the United States is well exemplified by the success which has attended the efforts of the American School of Correspondence which for more than fifteen years has been giving practical instruction by mail in the various branches of the building trades. This big educational institution, which is based on the principle that every man is entitled to an education, and that if he cannot go to school the school should go to him, was founded in Boston in 1897, and in 1902 was removed to Chicago, where it became associated with the Armour Institute of Technology, and for five years conducted its work in co-operation with that institution. In 1907, having outgrown its quarters, the school erected its spacious administration building at Fifty-eighth and Drexel streets, especially designed for correspondence work. An early announcement of the school states that it was "founded to meet a general demand among engineers and machinists for a strictly technical school furnishing the highest grade of instruction in steam and electrical engineering and machine shop practice." The school originally offered only six courses, but the immediate success of its work brought it more than 7,000 students the first year, and necessitated the gradual broadening of its scope. Today it offers almost a hundred different courses in all branches of building, engineering, law, commerce and fire insurance, and gives instruction in every part of the English-speaking world; it numbers its students by the tens of thousands, and its graduates by the thousands. The school offers a chance for advancement to the young tradesman hampered by lack of education and also points the way to greater accomplishment to the skilled workman who is anxious to master the more intricate and technical branches of his trade.

Für Unsere Deutschen Leser

Der Bericht des General-Sekretärs.

Der Bericht des General-Sekretärs für das am 30ten Juni 1913 endende Jahr, welcher kürzlich ausgegeben wurde, ist ein auffallender Beweis, daß die vereinigte Brüderschaft der Carpenters und Joiners sich in guten Verhältnissen heute befindet, mit den 121 Distrikt-Councils, und 1,908 Lokalen über ganz Nord Amerika ausgebreitet und einer Zahl von gutstehenden Mitgliedern von 218,791 (außer den 33,680 Mitgliedern welche 6 Monatsbeiträge schuldig sind). Eine Zunahme von 22,000 Mitgliedern in einem Jahre ist sicher etwas worauf wir stolz sein können, besonders wenn man bedenkt, daß dieses die größte jährliche Zunahme ist welche wir je machten. Die nächst größte Zunahme war im September 1907, wann wir eine Zunahme zu verzeichnen hatten welche 6,372 weniger war als die obige.

Der Bericht der Zahl der Mitglieder in den verschiedenen Staaten zeigt, daß der Staat New York immer noch im Voraus ist mit 215 Lokals und 32,632 Mitgliedern; Illinois ist zweit mit 171 Lokals und 29,869 Mitgliedern, und Massachusetts dritt mit 156 Lokals und 18,744 Mitgliedern. Andere leitenden Staaten sind: Kalafornien 104 Lokals und 15,824 Mitgliedern, und Pennsylvanien 144 Lokals und 15,501 Mitgliedern. Es ist interessant zu bemerken, daß das kleine New Jersey, mit 87 Lokals und 11,609 Mitglieder, alle anderen Staaten übertrifft. Dieselben in dem Exekutiv-Board vertretenen Distrikte haben folgende Zahl von Mitglieder: Distrikt Nr. 1, 61,127; Distrikt Nr. 2, 31,932; Distrikt Nr. 3, 57,474; Distrikt Nr. 4, 9,706; Distrikt Nr. 5, 24,337; Distrikt Nr. 6, 25,717, und Distrikt Nr. 7, 8,501.

Eine Liste der Lokals welche während dem Jahre gestiftet wurden, ist in dem Berichte enthalten; ebenso der Ausgegangenen und Verschmolzenen. Die Zahl der Neuen war 193 und die der Ausgegangenen oder Verschmolzenen, 134. Dieses zeigt eine Zunahme von 59.

Ein vollständiger Bericht über die jährliche Zunahme der Brüderschaft von 1881 1913 zeigt einen riesigen Erfolg. Dieser Bericht gibt die genaue Zahl der jährlichen Freibriefe, der gesammt Gewinn oder Verlust der Lokal Unions, die Zahl der gut stehenden Mitglieder und der Gewinn oder Verlust an Mitgliedern an.

Der unregelmäßige Wuchs in den Jahren von 1881 bis 1899 ist ein auffallender Kontrast mit dem stätigen Zusatz in den letzten zwölf Jahren.

Unter dem Haupte „Gewerksforderungen" finden wir folgendes:

„Während dem am 30ten Juni 1913 endenden Jahre sanktionierte der General-Exekutiv-Board 152 Gewerksforderungen. Bei weiter Zahl waren die meißten erfolgreich was sich aus die Zahl der Streiks ersehen läßt. Die Streiks waren sehr gering — ungefähr zwanzig. Wo Streiks vorkamen dauerte die Mehrzahl nur kurze Zeit, nur in wenigen Fällen kam es vor, daß die Leute längere Zeit streiken mußten. Im ganzen, jedoch, war das verflossene Jahr sehr erfolgreich in Bezug auf Gewerksforderungen.

Fünf Anfragen um Sanktion für Gewerksforderungen wurden verneint, hauptsächtlich wegen der zu geringen Interesse welche daran genommen wurde. Es ist ein Vergnügen zu bemerken, daß die Lokal-Unionen und Distrikt-Councils lieber mit ihren Arbeitgebern konferieren als streiken. In einigen Fällen haben unsere Leute nachgegeben, in anderen haben die Arbeitgeber dasselbe gethan, mit dem Erfolge, daß alle Parteien zufrieden sind. Das System einen zwei- oder dreijährigen Kontrakt zu machen, einen jährlichen Lohnzuhalt vorschreibend, hat ebenso Wohlgefallen gefunden, und ist auch ein guter Plan.

Es ist sehr ermuthigend zu ersehen, und die Lokal-Unionen und Distrikt Councils sind zu Beglückwünschen, daß sie ihre Vorsicht und Geduld gebrauchten um Streiks zu verhüten. Die Ausgaben für die obigen Gewerksforderungen waren natürlich sehr hoch ($53,311.00), wie der Bericht der Geldvertheilung ersehen läßt.

Ein Begriff welches Gute die Bruderschaft verrichtet zur Linderung der Noth und Elend ist daraus zu bekommen in der Summe welche wir ausgaben für Sterbe- und Unglücksfälle, nämlich $302,546.41. Die verlustleidenden Brüder in den Frühlingsfluthen in dem Ohio Thale wurden auch nicht vergessen.

Auf Befürwortung des Bruders Potts vermachte der Board $6,000.00 an die Betroffenen und ihren Familien, $5,000.00 wurden nach Dayton, Ohio, und $1,000.00 nach Hamilton geschickt

Der General Sekretär ersucht die Mitglieder größere Interesse zu zeigen in unserem offiziellen Heft, „Carpenter," indem

sie die neuesten Berichte so oft als möglich einschicken und andere Sachen berichten. Da es das Ziel des Herausgebers ist gute, gesunde und erbauende Neuigkeiten zu liefern, so werden alle schreiben genau untersucht und sobald als möglich herausgegeben werden.

Die verschiedenen Einhaltsbefehle, welche gegen uns erwirkt wurden, hatten große Ausgaben zur Folge, die Thatsache aber, daß wir Stand hielten und daß das Volk anfängt es einzusehen wie ungerecht diese Handlungen sind, dient zum gewissen Maße zum Ersatze für die Mühen und Ausgaben welche solches zur Folge hat.

Die übrigen Seiten sind den Finanzen der Brüderschaft gewidmet. Auch ein monatlicher Bericht der im Jahre erhaltenen Geldern, ein Bericht der Waare an Hand, und ein Bericht über die Zahl der Gepäcke welche in den Hauptquartieren ausgegeben wurden, ist darin enthalten. Da ein vollständiger und klarer Jahresbericht ohne Zweifel werthvoll ist, so sollte jedes einzelne Mitglied der Brüderschaft sein Aeußerstes thun das kommende Jahr zu einem noch größeren Erfolge zu machen.

Erziehung der Lehrlinge.

Folgendes Gesetz zur Erziehung der Lehrlinge ist zur jetzigen Zeit in Deutschland in Kraft:

Bekanntmachung.

Nach dem Ortsstatut vom 30. März 1892 sind alle im Gemeindebezirk Danzig regelmäßig sich aufhaltenden bezw. beschäftigten männlichen gewerblichen Arbeiter einschl. der Lauf- und Arbeitsburschen, Handlungslehrlinge und Handlungsgehilfen bis zum vollendeten 17. Lebensjahre, auch während der Probezeit, zum Besuche der städtischen Handels- und Gewerbeschule verpflichtet. Gewerbliche Lehrlinge sind nach § 127 der Reichsgewerbeordnung auch über das vollendete 17. Lebensjahr hinaus bis zur Beendigung der Lehrzeit von ihren Lehrherren zum Besuch der Schule anzuhalten und hinsichtlich der regelmäßigen Schulbesuchs von ihnen zu überwachen. Die Arbeitgeber haben ihre zum Schulbesuch verpflichteten Arbeiter sich rechtzeitig (spätestens am 6. Tage, nachdem sie dieselben angenommen haben) anzumelden. Zuwiderhandlungen werden nach § 150 Nr. 4 der Reichsgewerbeordnung mit Geldstrafe bis zu 20 Mark evtll. Haft bis zu 3 Tagen und nach § 418 Nr. 9 a. a. O. mit Geldstrafe bis zu 150 Mark eventuell Haft bis zu 4 Wochen, bestraft.

Der Unterricht beginnt am Donnerstag, den 26. März.

Anmeldungen werden an den Wochentagen, Vormittags von 9 –1 Uhr und Nachmittags von 5 bis 8 Uhr, im Bureau der Schule, an der Gr. Mühle 11/12, entgegen genommen. Dort liegt auch der Stundenplan aus.

Danzig, den 6. März 1908.

Das Kuratorium
der städischen Handels- und Gewerbeschule.

Großbritannien.

Wir sind im vergangenen Jahre sehr erfolgreich gewesen, indem wir neben anderen Vorteilen für unsere Mitglieder Lohnerhöhungen und Arbeitszeitverkürzungen in verschiedenen Teilen des Landes erreichten. Die Lohnerhöhungen belaufen sich von 2 Pence pro Stunde herunter bis auf ¼ Pence pro Stunde, und es ist wohl nicht nötig zu sagen, daß die Bezirke, in denen die ersteren Lohnerhöhungen erreicht wurden, jene Bezirke sind, wo der Mangel an Organisation schreckliche Zustände im Gewerbe herbeigeführt hatte und darum durchgreifende Maßnahmen erforderlich waren. Die Minimallöhne für Möbeltischler in London betragen 11½ Pence pro Stunde und gehen in abgelegenen Bezirken in Irland bis auf 6 Pence pro Stunde herunter; die gleichen Unterschiede bestehen in den meisten anderen Branchen des Gewerbes. Es ist eben eine Widerholung der alten Geschichte; zeigt uns, wo die Organisation schwach ist, und wir werden euch zeigen, wo schlechte Verhältnisse herrschen. Die zwei Dinge laufen immer parallel.

Verschiedene Konferenzen mit den vereinigten Unternehmern im Schiffsbau haben kürzlich stattgefunden, die sich mit der geforderten Lohnerhöhung und Arbeitszeitverkürzung beschäftigten, und zur Zeit, da wir diese Zeilen schreiben, hat es den Anschein, daß strenge Maßnahmen erforderlich sein werden, um die sehr bescheidenen Forderungen der Arbeiter durchzudrücken. Niemals ist der Schiffsbau hierzulande so beschäftigt gewesen wie jetzt, und die Unternehmer streichen einfach Riesenprofite ein von der Arbeit ihrer Arbeiter, die nicht einmal soviel an realem Lohn beziehen, als sie vor einigen Jahren hatten, wenn man die verteuerte Lebenshaltung in Betracht zieht.

Die Frage der Arbeitszeit in den Schiffswerften ist eine sehr ernste, wenn man sieht, daß in den meisten Fällen noch 54 Stunden gearbeitet wird. Das ist zum mindesten vier Stunden länger pro Woche, als gang und gäbe ist im Baugewerbe und der Möbelindustrie, und ist ein gut Teil Arbeitslosigkeit verantwortlich, die in den Schiffsbau-Distrikten manchmal so verbreitet ist. Die Gründe, die die Unternehmer für die Ablehnung der Lohnerhöhung anführen, sind, daß die Prosperität in der Schiffsbau-Industrie ihren Höhepunkt erreicht hat, daß die

(Fortsetzung auf Seite 54.)

Departement Francais

Rapport du Secretaire General

Le rapport du secrétaire général pour l'année finissant le 30 Juin, 1913, qui vient d'être publié contient une preuve étonnante de la rapidité avec laquelle l'union fraternelle des charpentiers et menuisiers a grandit et aussi la condition fleurissante dans la quelle cette organisation se trouve aujourd'hui avec ses 121 conseils de districts et ses 1,908 unions locales étendus sur tout le continent; le nombre de ses membres étant de 218,794 en régle (laissant en dehors de consideration 33,680 membres qui sont 6 mois en retard dans le paiement de leur cotisations comme le montre le rapport du secrétaire des finances.) Le nombre des membres s'est augmenté de plus de 22,-000 en un an et c'est une chose dont nous devons être fiers, speciallement quand on considére que c'est le plus grand gain atteint en une année. L'augmentation qui approche le plus de celle-ci était au mois de septembre, 1907, quand les membres avaient augmenté de près de 16,000.

Une liste des unions locales organisées pendant l'année est mentionnée dans le rapport, aussi celles ont disparu ou qui se sont consolidées. Le nombre des unions locales nouvelles est de 193, et celui de celles qui ont disparu ou qui se sont consolidées est de 134. Cela montre un gain de 59 locales.

Un rapport complet de l'agrandissement annuel de l'union fraternelle de 1881 à 1912-13 donne une plaisante vue sur sa croissance dans ces dernières années et depuis son organisation. Il donne le nombre des chartres issues chaque année, le gain et la perte nets des unions locales. le nombre des membres en règle et l'augmentation et la diminution du nombre des membres.

Ce rapport montre plainement la croissance irregulière et comparative qui marque les progrès de l'union fraternelle pendant les années comprises entre 1881 et 1899 et indique le contraste avec la marche ferme et régulière qu'elle a acquise pendant les 12 dernières années.

Sous le titre "mouvent des corps de métiers" nous trouvons ce qui suit:

Pendant l'année finissant le 30 Juin, 1913. Le conseil général exécutif a sanctionné 152 mouvements de métiers; la majorité desquels ont en beaucoup de succes, comme il est évident par le fait que très peu de grèves ont en lieu dans peu de places, environ une vingtaine. Ou les greves ont pris place la majorité, avec quelques exceptions, a été de peu de durée. Dans quelques cas il a été necessaire pour les hommes de rester de hors pendant plusieurs semaines, pour obtenir les résultats désirés. En somme totale l'année dernière a été tres heureuse en ce qui concerne les mouvements de metiers.

Cinq applications pour sanction officielle ont été rejettées par le conseil, principalement parceque le vote sur la question montrait clairement un manque d'interêt dans l'affaire.

C'est avec plaisir que l'on constate qu'il y a une tendance croissante de la part des unions locales et des conseils de districts a soumettre leur difference à l'arbitration avec leurs patrons plutot que de se mettre en grève. Dans certains cas les ouvriers on fait des concessions, dans d'autres cas ce sont les patrons qui les ont faites, avec le résultat que les parties concernées dans l'affaire ont été satisfaites et qu'aucun trouble n'a pris place.

Le systeme de faire des contrats pour deux ou trois ans, spécifiant une augmentation annuelle est de plus en plus en vogue et ce plan doit être considéré comme tres bon.

On peut avoir une idée de l'augmentation de l'oeuvre de l'union fraternelle

quand on considère ce que l'union fait pour ses membres en soulageant les souffrances et aussi en considerant les sommes payées aux familles des membres décédés, qui ont atteint pendant l'année la somme de 302,546 dollars et 41 sous. Les membres qui ont subi des pertes immenses pendant les débordements dans la vallée de l'Ohio au printemps dernier n'ont pas été non plus oubliés. Sur la recommandation du camarade John H. Potts (rapport des innondations publié dans le numéro du mois de Mai du charpentier) la somme de 6,000 dollars a été allouée par le conseil exécutif pour assister les membres de la société et leur famille dans les districts innondés. Cinq mille dollars furent envoyes à Dayton et mille dollars à Hamilton.

Une demande est faite par le Secrétaire Général dans le cours de son rapport à savoir que les membres prennent le plus grand interêt dans la lecture de leur journal official Le Charpentier et oussi en envoyant au journal les dernieres nouvelles concernant les métiers aussi souvent que possible, aussi les problemes de la profession, esquisses, articles sur les sujets économiques et toute autres matières qui pourraient être d'un interêt general pour l'organisation. Comme c'est le but de l'editeur de fournir à ses lecteurs de bons et instructifs articles aussi bien que les dernières nouvelles toutes communications qui lui seront adressées recevront la plus grande considération et seront publiées aussitot que possible.

Que les proces en injonction ont été la source de grandes dépenses peut être vu dans le rapport sur les finances, mais le fait que l'organisation a gardé son intégrité pendant l'année dernière, avec la certitude que le public commence à realiser la grande injustice que cette sorte de législation cause aux unions a été une grande compensation pour les tribulations que ces batailles legales causent à l'organisation.

Les dernières pages du rapport sont consacrées à l'état des finances de l'organisation; un rapport par mois de l'argent reçu pendant l'année; un rapport sur les marçhandises en stock à l'office général et un rapport sur le nombre de paquets distribués pendant l'année.

Ce rapport est un clair et succinct sommaire de l'activité de l'organisation pendant l'année, et est sans aucun doute de grande valeur et devrait être un encouragement pour chaque membre individuellement de s'efforcer à de plus grands et de plus hauts accomplissements pendant l'année dans laquelle nous venons d'entrer.

Liste Officielle des Secretaires

Pour plus de facillité pour nos camarades du Canada, la liste officielle des secrétaires de finances et des secrétaires de records, publiée le 1er. août, 1913, differt des listes précédentes en ce que les secrétaires de finances et de records de toutes les unions locales et des conseils de districts du Canada sont maintenant classés séparément de ceux des Etats-Unis, et sont groupés selon la province a laquelle ils appartiennent.

Sous ce nouvel arrangement le nombre des unions locales et des conseils de districts dans les differentes provinces peut être trouvé au premier coup d'oeil.

L'Organisation Ouvriere au Canada en 1912

(La Gazette du Travail du Canada.)

Le second rapport annuel sur l'organisation ouvrière au Canada, couvrant l'année 1912 et contenant 160 pages, a été publié en juin par le ministère du travail. Le rapport suit de près les grandes lignes de celui qui l'a précédé, avec quelques additions, donnant une revue générale de l'activité du mouvement trade-unioniste au Canada en 1912.

Dès les premières pages on observe que le nombre des membres des trade unions, de même que les autres activités de la vie industrielle au Canada, a augmenté considérablement au cours de l'année 1912. A la fin de 1911 le nombre des membres était rapporté comme étant 133,132; à la fin de 1912 il était de 160,120. Ce nombre de membres, on doit le

remarquer, est contenu dans 1,883 organisations locales de trade-unions. Les corps locaux sont affiliés à des organisations centrales plus considérables, excepté dans vingt-huit cas où les unions sont locales et indépendantes.

Après avoir fait mention de la tendance naturelle à l'internationalisme dans le trade-unionisme, le rapport montre qu'il y a en tout 148 organisations trade-unionistes internationales en existence dans l'Amérique du Nord, dont 99 ont sous leur juridiction une ou plusieurs succursales locales au Canada. Outre les statistiques données, le rapport contient une liste complète de tous les corps centraux internationaux connus, avec le nom et l'adresse du secrétaire de chacun, ainsi que des fédérations d'unions locales, des conseils de district, des conseils des métiers et du travail, et des unions locales, avec les noms et adresses des présidents et secrétaires pour l'année 1912.

—Membres des trade-unions au Canada en 1912—

Les tableaux contenus dans le rapport indiquent qu'il y a au Canada 136,389 salariés qui sont membres d'organisations internationales. Ils sont contenus dans 1, 638 succursales. C'est une augmentation de 107 succursales et de 16,-794 membres sur les chiffres rapportés pour 1911. Il y a 217 succursales locales avec un nombre total de 15,616 membres, soit une légère augmentation pour l'année. Il y a de plus 28 corps indépendants, dont 16 rapportent un effectif de 8,115 membres, ce qui porte à 160,120 le nombre total des membres rapportés dans les 1,883 succursales locales et les organisations trade-unionistes indépendantes de tous types au Canada à la fin de l'année. Le nombre total rapporté pour 1911 était de 133,132 membres, contenus dans 1,741 corps locaux et indépendants.

Une analyse de la force respective du travail organisé et des salariés au Canada, qui est portée à 1,300,000, révèle le fait qu'un grand nombre de journaliers, approximativement 88 pour cent du total, restent en dehors des organisations. On fait remarquer, cependant, qu'on constatera que le total de 160,120 membres d'unions au Canada "comprend sans doute la grande majorité des membres efficaces des métiers qualifiés du Dominion."

—Etendue de l'organisation dans les différentes provinces—

Le rapport montre qu'il a en tout 1,883 unions locales au Canada. Sur ce nombre, 1.638 sont des unions locales internationales, dont 680 sont dans la province d'Ontario, 230 dans la Colombie Britannique, 194 dans la province de Québec, 144 dans l'Alberta, 130 dans le Manitoba, 106 dans la Saskatchewan, 72 dans chacune des provinces de la Nouvelle Ecosse et du Nouveau Brunswick, et 3 dans l'île du Prince Edouard. Il y a 217 unions locales d'un caractère non international, possédant des chartes de corps centraux canadiens, réparties comme suit entre les diverses provinces: Ontario, 67; Nouvelle Ecosse, 64; Québec, 32; Colombie Britannique, 17; Nouveau Brunswick, 11; Manitoba, 9; Saskatchewan et Alberta, 7 chacune, et Ile du Prince Edouard, 3. Pour les 28 autres corps non affiliés ou indépendants, Québec en possède 14; Ontario, 5; la Colombie Britannique et l'Ile du Prince Edouard, 3 chacune; l'Alberta et la Nouvelle Ecosse, 1 chacune.

—Membres des unions dans les villes canadiennes—

Le rapport donne le nom de toute localité au Canada où il existe une ou plusieurs unions locales, ainsi que le nombre des unions rapportant le chiffre de leurs membres et le nombre de membres rapportés comme appartenant aux succursales. Sur les 1,883 unions locales, 1,051 ont fourni des informations complètes relativement aux officiers et à la liste des membres, le nombre des membres ainsi rapportés étant 121,737. A peu près 500 unions locales ont fourni les noms de leurs officiers; les autres n'ont envoyé aucune information. Le tableau suivant contenu dans le rapport donne les noms de 22 villes qui com-

prennent 979 des 1,883 unions locale du Dominion, la liste ne s'étendant pas aux villes possédant 20 unions locales ou moins:

	Nombre d'unions dans la localite	Nombre d'unions rapportant le nombre de leurs membres	Nombre de membres rapportes
Toronto	120	78	16,415
Montréal	107	59	15,562
Winnipeg	82	50	7,518
Vancouver	80	39	8,011
Hamilton	50	33	3,166
Ottawa	50	32	2,765
Victoria	46	30	3,287
Calgary	42	24	3,281
Québec	41	20	4,419
Edmonton	40	24	2,729
London	38	27	2,350
Fort William ..	32	16	983
St. Jean, N. B..	28	18	2,687
St. Thomas	28	15	1,324
Saskatoon	28	14	991
Lethbridge	27	14	1,096
Halifax	25	11	1,387
Port Arthur ...	25	12	633
Brandon	24	17	1,118
Nelson	23	16	1,028
Moose Jaw	22	15	1,429
Windsor	21	14	880
Total	979	578	83,059

Les villes comprises dans la liste ci-dessus ont aussi fourni plus de la moitié des unions locales qui ont fait rapport du nombre de leurs membres, et contiennent plus de cinquante pour cent du nombre total des membres de trade-unions dans le Dominion.

Großbritannien.

(Fortsetzung von Seite 50.)

Frachten entschieden vermindert haben und daß ein bestimmter Rückgang in der Nachfrage nach neuen Schiffen zu verzeichnen ist. Sie geben auch an, daß sich die Produktionskosten so sehr erhöht hätten, daß sie die Arbeit nicht ausführen könnten, wenn sie dabei noch einen Profit erzielen wollen.

Auf der anderen Seite weisen wir darauf hin, daß keine Anzeichen für einen unmittelbaren Rückgang vorhanden sind, daß die Tonnenzahl der im Bau befindlichen Schiffe nie größer war und daß die Nachfrage nach Arbeitern bei weitem größer ist, als jemals vordem in der Industrie beobachtet wurde. Die Tatsache bestand ebenfalls, daß die Kosten der Lebenshaltung sprungweise in die Höhe gegangen sind und daß die Kaufkraft eines Pfundes auf ungefähr fünfzehn Schilling heruntergegangen ist.

Wenn man den Unternehmern Glauben schenken wollte, sind sie die ärmsten Menschen dieses Landes, und man wundert sich, wie sie sich die luxuriösen Häuser leisten können, in denen sie wohnen, die Automobile und Vergnügungsyachten, die sie sich halten, und all die anderen äußerlichen Zeichen großen Wohlstandes. Die armen Menschen, die nicht mit 30,000 Pfund pro Jahr auskommen können.

Geringe Lohnerhöhungen sind von Zeit zu Zeit erreicht worden; so ein Schilling pro Woche am 22. Februar 1911. Eine weitere Zulage von 1 Schilling pro Woche ist am 19. Oktober 1911 bewilligt worden, und ebenfalls 1 Schilling am 19. August 1912. Insgesamt 3 Schilling pro Woche, knapp genug, um die zahlreichen Abzüge wettzumachen, die den Arbeitern während der Zeit des Rückganges im Gewerbe vor ein paar Jahren gemacht wurden. Die obigen kleinen Zulagen haben ihnen nur das zurückgebracht, was sie eingebüßt hatten; sie haben davon keinen Vorteil gehabt trotz der hochgradigen Prosperität in der Schiffsbau-Industrie während der letzten paar Jahre. Unsere Leser werden darum bereitwilligt zugeben, daß die Forderungen unserer Leute in den Schiffswerften in der Tat sehr bescheiden sind.—Alex. Gossip, London. Bulletin der International Union des Holzarbeiter.

Einst und jetzt.

„Und Sie wollen mir sagen, daß Sie Ihr Dienstmädchen wie ein Mitglied der Familie behandeln?"

„Nein — das haben wir früher getan, heutzutage muß man die dienstbaren Geister behandeln wie einen Ehrengast."

A Non-Union Shop

The Curtis Publishing Company, Philadelphia, Pa., publishers of the Ladies' Home Journal, the Saturday Evening Post and the Country Gentleman, employ about 150 people in their composing room under non-union conditions. You are requested and expected to give your loyal and hearty support to the nation wide campaign of the International Typographical Union now on foot to unionize that composing room.

Write a letter to the Curtis Publishing Company, urging that company to unionize their composing room. This is something all labor union members who read the Curtis publications can do.

Death Roll

CHAMBERS, JOSEPH, of L. U. 1, Chicago, Ill.

FOWLIS, JAMES B., of L. U. 1949, Lewistown, Mont.

Claims Paid During Sept., 1913

No	Name.	L. U.	Am't.
20130	Daniel F. O'Connell.....	33	$200.00
20131	Herman H. Enker (dis)...	65	400.00
20132	Lester A. Gardner	78	200.00
20133	Thos. B. Fishler	239	200.00
20134	Maxine Comeau	260	50.00
20135	Edward Bazinet	390	50.00
20136	John Olson	1410	200.00
20137	Wallace B. Odell	1536	100.00
20138	Mrs. Susanna Petzold	106	50.00
20139	Moses Jewell	136	50.00
20140	Pearl Feagler	232	200.00
20141	George Kettig	299	200.00
20142	Mrs. Maria Wagner	492	50.00
20143	Samuel Neal	586	200.00
20144	Thomas F. Praed	594	50.00
20145	James Glacken	1082	50.00
20146	Mrs. Westie Hoffmann	1207	50.00
20147	Alfred M. Musser	1241	200.00
20148	Emil Frykberg	1325	200.00
20149	Narcisse Ray	1699	200.00
20150	George J. Becker	1784	200.00
20151	Mrs. Emma Snedeker	11	50.00
20152	S. W. Getchell	36	200.00
20153	Mrs. Dora Blaine	55	50.00
20154	Mrs. Susan Rockey	86	50.00
20155	Herold J. Houdasheldt	660	100.00
20156	Will P. Cummings	921	200.00
20157	Walter Arvidson	1093	153.90
20158	John E. Utter	1175	50.00
20159	Fred Krumbach	3	200.00
20160	Thomas H. Sullivan	2	200.00
20161	Mrs. Minnie Dugan	257	50.00
20162	Mrs. Elizabeth Wienman ..	375	50.00
20163	George P. Banister	673	50.00
20164	Mrs. Anna M. Ferris	75	50.00
20165	G. W. Cangable	262	200.00
20166	W. R. Minus	384	200.00
20167	Timothy M. Griffin (bal)...	444	58.30
20168	Johann Rieth	1365	50.00
20169	Mrs. Mary Skalnick	1922	50.00
20170	John M Pollock	25	200.00
20171	Mrs. Julia Maurer	32	50.00
20172	Fred W. Smith	129	200.00
20173	Mrs. Marie Rose Leger....	134	50.00
20174	Wm. Ross	325	200.00
20175	Mrs. Katie Comingswood..	325	50.00
20176	Mrs. Minnie Van Nort.....	325	50.00
20177	Mrs. Mary Anne Farren ...	359	50.00
20178	Nick Kolessus (dis).....	427	200.00
20179	John Fleischman	476	200.00
20180	John S. Till (dis).....	1500	100.00
20181	Chas. Eklund	10	200.00
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20186	Mrs. Alice Mingo	943	25.00
20187	Mrs. Josephine C. Kenner.	1028	50.00
20188	Mrs. Christina Kroveske...	1146	50.00
20189	Mathias Monssette (dis)...	1350	400.00
20190	John S. Edgar	1824	200.00
20191	Harry Anderson	639	200.00
20192	A. M. Fooshee	1406	50.00
20193	Gust Johnson	1390	100.00
20194	Clifford S. Ecker	852	200.00
20195	Andrew F. Fuchs	12	200.00
20196	Joseph Abrahamson	62	200.00
20197	Peter L. Granlee	198	200.00
20198	George Funk	416	200.00
20199	Philip Minke	512	50.00
20200	Alfred Charron	1372	200.00
20201	Mrs. Tillie O. Hand	22	50.00
20202	Mrs. Mary De Guerre	22	50.00
20203	George Leese	31	200.00
20204	John Messina	183	100.00
20205	O. N. Goldsmith	213	200.00
20206	Fred Block	419	200.00
20207	Mrs. Margareth Ehman ...	419	50.00
20208	Gustave H. Steinke	419	200.00
20209	John Milne	429	50.00
20210	James A. Purcell	860	50.00
20211	Victor Hrach	1615	200.00
20212	Mrs. Mary Young	1747	50.00
20213	Mike Thomas (dis).....	483	300.00
20214	Martin Burger	519	200.00
20215	Mrs. Alice M. Shaw	1588	50.00
20216	Mrs. Augusta W. Quilling.	68	50.00
20217	Thomas Richey	211	50.00
20218	J. S. Cunningham	483	200.00
20219	Ernest Nelson	483	200.00
20220	Seth Tompkins	895	50.00
20221	Harry W. Doud	1352	200.00
20222	H. C. Forest	1599	50.00
20223	J. L. Scarborough	1746	200.00
20224	Henry Nothaker	7	200.00

No.	Name.	L. U.	Am't.
20225	Mrs. Susan T. Henderson.	15	50.00
20226	Mrs. Clara R. McRae	33	50.00
20227	Emil Ekdahl	109	200.00
20228	Mrs. Delia McGuire	117	50.00
20229	Henry M. Goodrich	301	50.00
20230	W. L. Redman	1188	50.00
20231	Mrs. Sarah L. Blowers....	1443	50.00
20232	Mrs. Bertha Elbe	12	50.00
20233	Edward Dowling	51	200.00
20234	W. R. Brown	62	50.00
20235	John M. Spafford	62	200.00
20236	Mrs. Grace May Thomas..	345	50.00
20237	Mrs. Catherine S. Kast	380	50.00
20238	Honore Fournier	390	200.00
20239	Mrs. Inga C. Ekstrand.....	427	50.00
20240	Mrs. Bridget Robinson ...	427	50.00
20241	Mrs. Ella Wise	476	50.00
20242	Chas. E. Dubie	1042	200.00
20243	Mrs. Agnes Otteson	1314	50.00
20244	Mrs. Iva D. Brock	1769	50.00
20245	John D. Prendergast	11	200.00
20246	Erick Kronholm (bal).....	112	18.00
20247	Daniel Tobin	176	200.00
20248	Mrs. Jennie Parker	384	50.00
20249	John Einsele	599	200.00
20250	Joseph Kolb	599	200.00
20251	Frank O'Brien	9	200.00
20252	Chas. U. Evans	465	50.00
20253	J. E. Hunting	586	50.00
20254	Patrick J. Roberts	1588	200.00
20255	Mrs. Matilda Mack	224	50.00
20256	Anton Fessel	237	200.00
20257	George Seaman	453	200.00
20258	Louis P. Vincent	683	200.00
20259	Mrs. Mary J. Ogelsby	943	50.00
20260	Ezra B. Havens	996	50.00
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20265	Otto E. F. Himminghoefer	169	200.00
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20267	Mrs. Mary S. Kappen	37	50.00
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20269	Mrs. Amelia Hollander	43	50.00
20270	Mrs. Mary Breemersch	58	50.00
20271	Mrs. Clara Illingworth ...	58	50.00
20272	Wm. Zell	58	50.00
20273	Marc Barloz	134	50.00
20274	Chas. W. McCrimmon	169	200.00
20275	Alfred Johnson	181	200.00
20276	Wm. Witka	181	50.00
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20278	Mrs. Elizabeth Cromwell..	389	50.00
20279	Mrs. Sarah McC. Mullins..	774	50.00
20280	Hugo Garbe, Sr.....	916	50.00
20281	Andrew Anderson	917	50.00
20282	Chris Kemnade	1494	50.00
20283	Mrs. Tillie A. Knittle.....	1721	50.00
20284	James R. Brown	33	200.00
20285	James H. Law	318	200.00
20286	Abe Miller	504	200.00
20287	John Martin	550	200.00
20288	Andrew J. Clouse	599	50.00
20289	Alphonse Beauchamp (dis)	988	100.00
20290	Frank Slama	1786	200.00
20291	J. B. Foulis	1949	200.00
20292	Ed. O'Neil	1683	50.00
20293	Mrs. Emma Y. Wilson	16	50.00
20294	Mrs. Nellie P. Bayless.....	53	50.00
20295	Mrs. Nettie A. Singmaster	106	50.00
20296	Joseph Longtine	153	200.00
20297	Harvey E. Van Dyne	203	200.00
20298	Geo. Liuhart	211	200.00
20299	John Willis	240	200.00
20300	M. Kujawa, alias Kiefer...	355	200.00
20301	Joseph Nienhaus	355	200.00
20302	Chas J. Goodwin	377	200.00
20303	Mrs. Annie Daitch	486	50.00
20304	Marion H. Abnet	728	50.00
20305	Geo. H. Schusler (dis)....	879	200.00
20306	Chas. Weber	210	200.00
20307	Fred Miller	306	200.00
20308	Dennis Verdier	325	50.00
20309	John W. Long	462	50.00
20310	Aug. Pfeiffelmann	497	200.00
20311	Fred Bahr	849	50.00
20312	John Turtenwald	1053	50.00
20313	Otto Lang	1059	200.00
20314	Richard Brown	316	50.00

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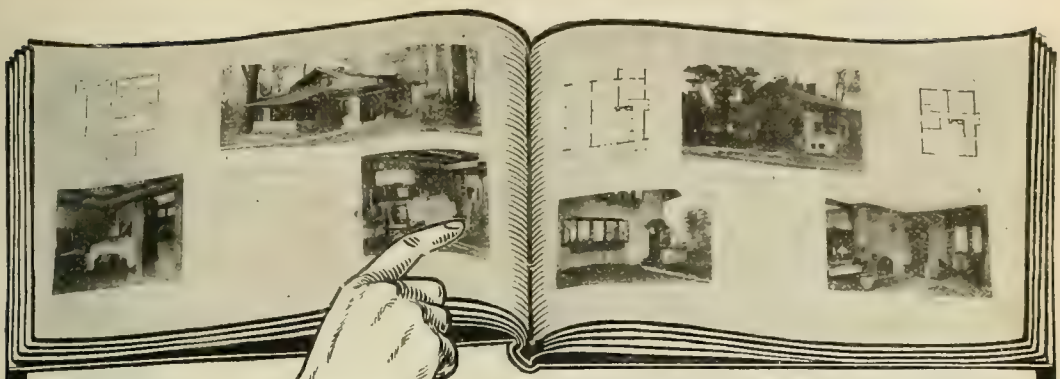

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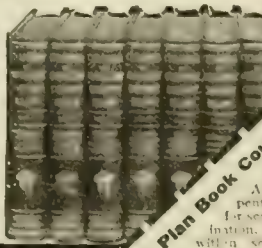

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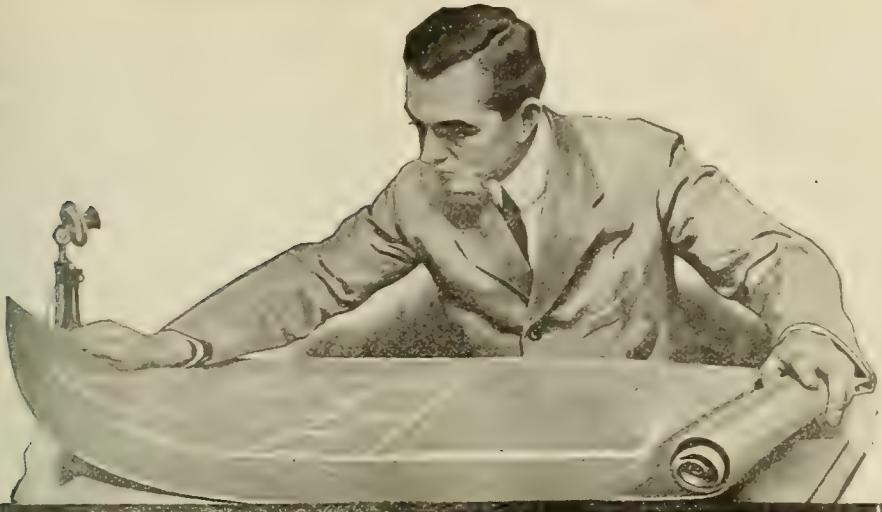

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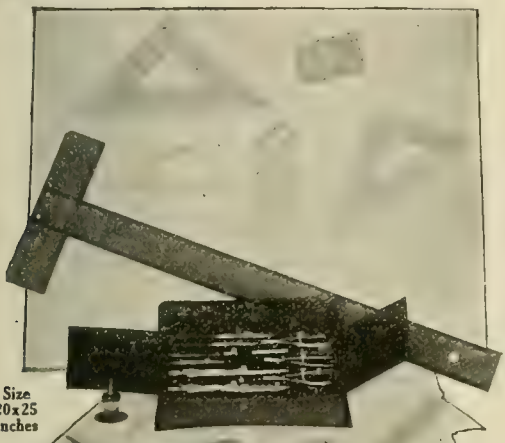

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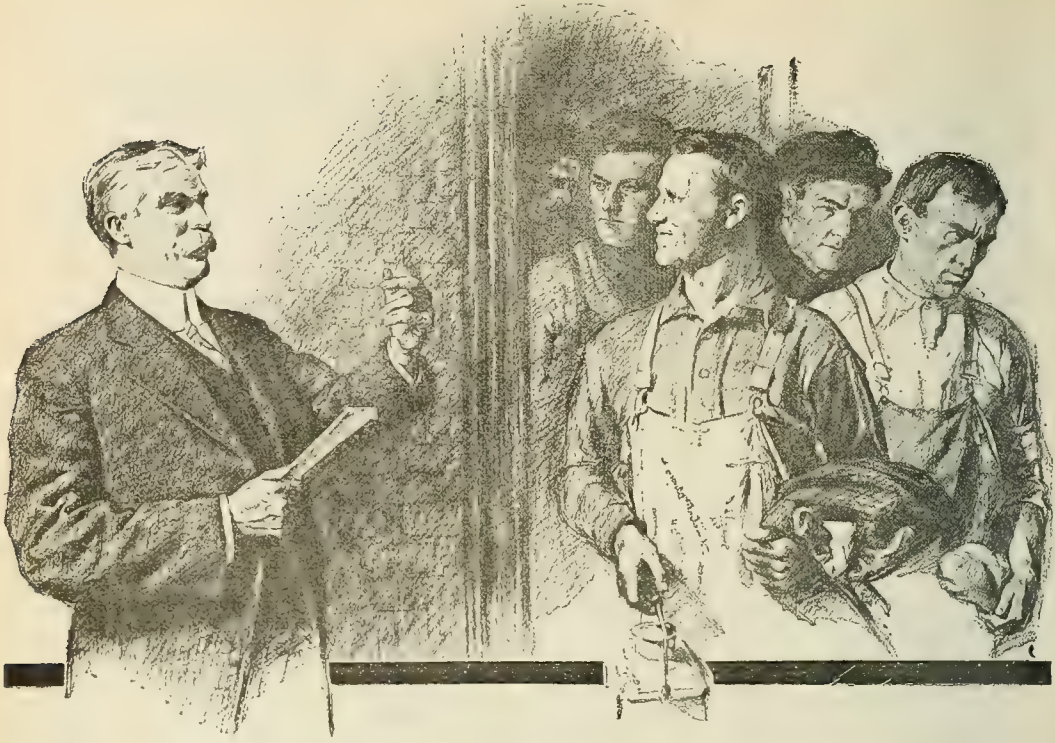

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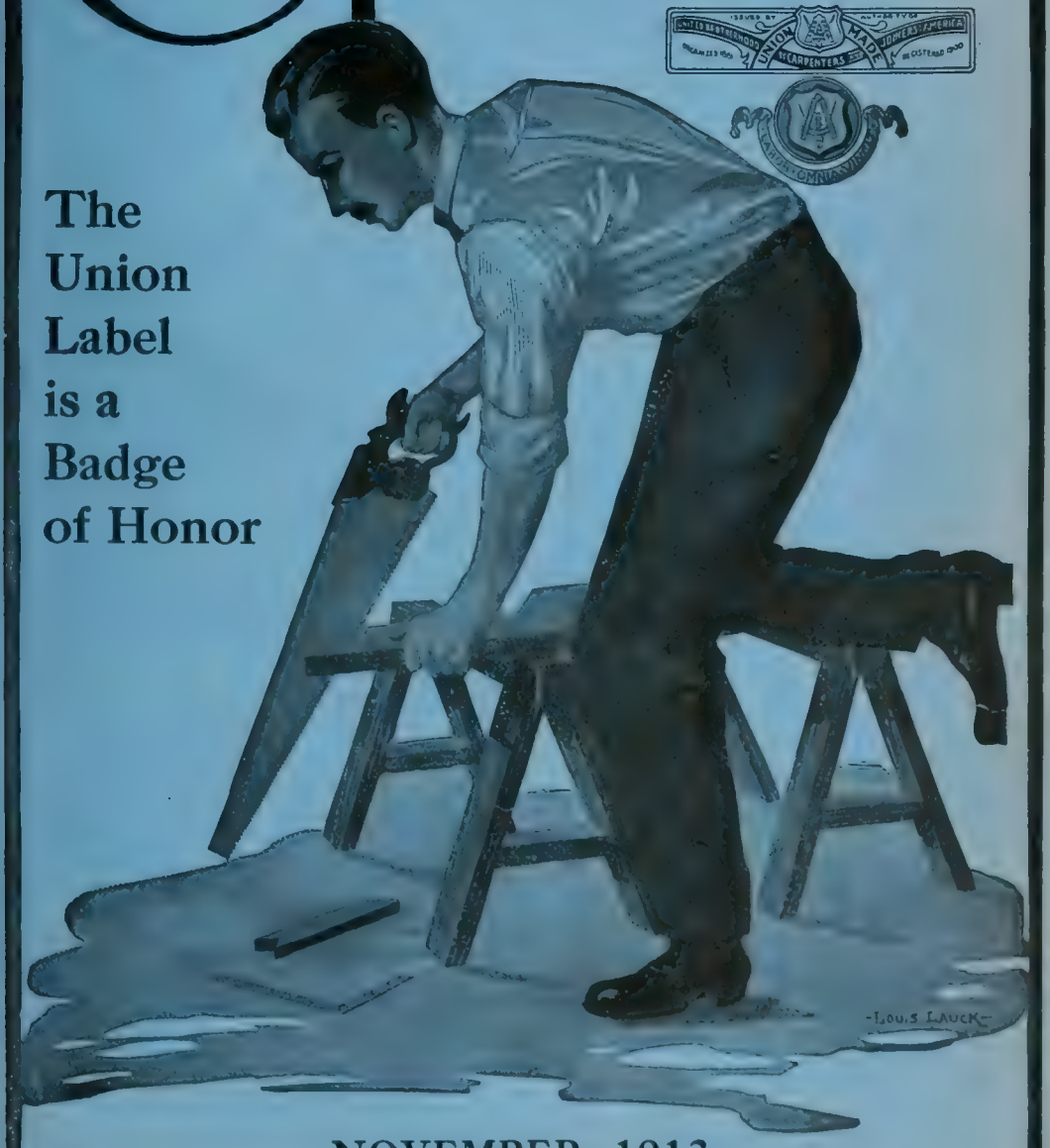

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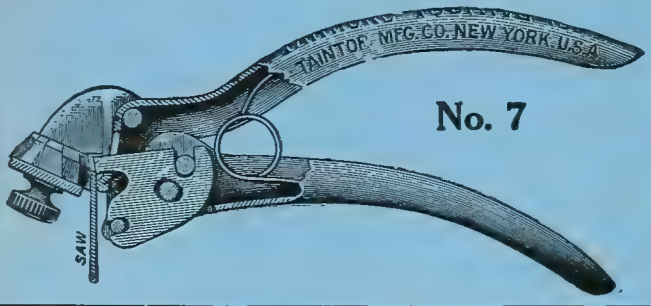

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The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

Entered February 13, 1903, at Indianapolis, Indiana, as second class mail matter, under the Act of Congress of March 3, 1879

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A Woman's Tribute

(By Mabyn Jayne Yancey)

I would that Wealth, through Reason's eyes,
Could see the wrongs the toilers bear,
That they might be
From hardships free,
And more could all life's blessings share.

Let me appeal for those who toil,
That they may labor less in vain;
For hearts will ache
And hearts will break
When shackled by oppression's chain.

Oh! is it not in Woman's soul,
To do her part for human good?
To stand by those
Who suffer woes,
For thus the loving Saviour stood.

I would not woman lose her grace,
Nor yet indulge in squeamish pride,
When comes appeal
For human weal
Wherever rightful laws abide!

An effort grand, by woman made,
I often urge, I always hold,
Will calm the strife
Of Struggling life
And bring sweet peace within the fold.

So, loving sister of my soul,
I fain would have thee bravely fight,
With might and main,
Thus to obtain,
The guerdon of Industrial right.

Indianapolis, Ind., Oct. 1913

THE RIGHT TO INJUNCTIVE RELIEF

(By Joseph Owen.)

IS there such a thing as the right of one man or set of men to say to the courts, "We want these men enjoined from speaking, writing, talking or persuading each other, or others, from doing anything that will harm our business?"

If they have this right (?), then can not they go a step further and say to the courts, "We are giving these men all they are worth; order them to go back to work at our terms?" And, if they can do this, or any part of it, then would we not have a system of peonage or involuntary servitude? The constitution provides that "Congress shall make no law abridging the freedom of speech or of the press, or the right of the people to peaceably assemble."

And yet we see this section violated and the honored President of the American Federation of Labor given a jail sentence for simply exercising and insisting on his constitutional guarantees. We see some of the most infamous decisions rendered right along against labor organizations for agreeing to tell friends and sympathizers that a certain business is unfair to organized labor.

One of the most flagrant abuses of this injunctive process emanated in the case of Casey vs. Typo. Union No. 3, reported in 45 Fed. 134, wherein the court said: "An agreement, the object of which was to prevent patrons from having business relations with him, is unlawful, and a conspiracy and actionable where damage results."

What would the courts say if, on the other hand, the men should come to them and ask for an injunction restraining the boss from cutting their wages, or hiring some man or men who were distasteful to them, or discharging them because they belonged to a local union? This is answered in the case of Boyer vs. Western Union Telegraph Company, 124 Fed. 246. Think you the court would give the men an injunction? Not in a thousand years! The court would be very emphatic in telling the men that they did not have to work for that boss; or, in other words, they could exercise their inalienable right to quit their employment.

But still we see the courts doing every day things for the employer that they would never do for the employe. And this is not the fault of the law. Neither do the laboring men object to the laws as written on the statute books of their country and States. What they do object to is the interpretation of it by the courts. There seems to be one meaning of the same law for the employer and one meaning of the same law for the worker.

The doctrine that there may be a moral intimidation which is illegal was first laid down by the court of Massachusetts in Veglin vs. Guntner, reported in 167 Mass. 92 (44 N. E. 1077), and was practically the first judicial step taken where the court overturned the rule that permitted "peaceable picketing," and was a forerunner of the rule that there could be no such a thing as "peaceable picketing." The court in this case ruled that "picketing will be enjoined as a continuing injury to business," and based their decision on the ground that a man has the right to the "probable expectancy," which they were pleased to say was "a right to enjoy a free and natural condition in the labor market."

Admit that this be true. Then can it be said that the laborer has not the right to organize to secure the best market possible for his product, i. e., his brain and brawn, which is as much a commodity and marketable as any other product? If a man lose a day or week of labor, that is gone forever; but if an employer lose a day or week on orders,

he can by increased production and extra men make it up.

However, all the courts have not held that picketing shall be enjoined, and one of the strongest decisions on this point, and, in fact, one of the best written opinions ever handed down on injunctive relief, was written by the Supreme Court of Indiana in 1905 in the case of Karges Furniture Company vs. Woodworkers, and reported in 165 Ind. 421 (75 N. E. 877).

In the mind of the writer this case comes nearer reaching and deciding the points for which we are contending than any other cause ever sent up to a Supreme Court.

In that case the court was very emphatic in laying down the doctrine that: (1) The unions have a right to order a concerted strike; (2) it is not wrongful, provided the employers and employes have no written agreement; (3) an injunction should be refused against a union when proven that only lawful means were used to win the strike; (4) an injunction cannot and will not be granted against a labor organization where it ordered a strike and it is shown in good faith that the union instructed its members and pickets to use no force, threats or intimidation in the conduct of the strike; (5) picketing where no force, threats or unlawful means are used is lawful; (6) argument and peaceable persuasion are lawful means to prevent laborers from working for an employer against whom the union has ordered a strike, and for the use of such no liability exists; (7) the Supreme Court will not weigh conflicting oral evidence not triable by a jury.

This is one of the strongest cases ever written and it was concurred in by the full bench. In this article it is impossible to set out in full the entire decision, but it would be well worth any man's time to get this decision, read it carefully and fully digest its thoroughness.

The conditions I have spoken of above and the examples I have referred to as adverse to labor unions was one of the prime reasons of the organization of the American Federation of Labor, and that that body has wielded a great moral uplifting power to eliminate the wrongs with which the back of labor has been bowed cannot be gainsaid. It has lifted the "yoke of serfdom" and the "collar of drudgery" from the shoulders of the workers, and today these workingmen stand before the world in the ranks of the constituent bodies of the American Federation of Labor as a credit to themselves and a help to the nation.

WISE AND FOOLISH INDIANS

(By H. B. Moyer.)

STORIES are like carpenters' tools, in that they are useless unless they have a point. I heard a little yarn the other day which carried not only a point, but furnished a moral as well. It concerned an old Indian of the Canadian Northwest who had, through land speculation and shrewd business dealings, become very wealthy. A white brother who had not been so successful in corraling the wherewith to buy automobiles and other necessities of life, was asking old Fat-Wad-in-the-Pocket the secret of his success, and the answer ran something like this:

"One hundred year ago, white man he willing to give big Injun anyt'ing Injun can get. White man satisfy any time to give Injun the hole and white man he take doughnut. But now Injun he learn. He willing to take doughnut and give white man the hole."

The point, of course, is that the foolish Indian of yesterday is the wise Indian of today, and the moral reads: Never accept the hole without the doughnut.

Whether it is because we think too little of ourselves or because we think too much of our friend, the capitalist, the fact remains that too many of us are prone to be satisfied with the short end of the good things derived from the little old industrial game we are playing.

It is related of Griffo, the one-time famous lightweight Australian boxer, that he never used to wait for his manager to give him his proper share of a purse, but would grab off a few small bills from the outside of the roll and make tracks for the nearest place of amusement. Up until about a century ago the working classes of the world had no redress from unfair treatment. They either had to like what they had handed them or lump it, or both. The toilers then had none of the advantages of the modern mechanic. There was little opportunity then for procuring education or advancement of any kind. There were no powerful labor organizations to protect and further the interests of the working classes. Legislation in behalf of the working person was conspicuous by its absence. Verily, the toiler in the "good old days" was in most senses a nonentity—not by choice, but by necessity.

A hundred years ago the white man could tell the Indian that black was pink and the redskin swallowed the statement for gospel. With a string of gaudy beads worth, perhaps, ten cents a dozen, John Paleface could bribe an Indian into parting with an entire prairie, and for two strings of beads and a few drinks of the juice of the barley Mr. Injun would peddle the old American continent. It's different, though, today. A redskin is still a redskin and he possesses many of the weaknesses of his forefathers, but he is no longer entirely queer in the upper flat. The modern Indian has been to college in most cases and he knows that it takes 100 cents to make a dollar.

A trifle over ten decades ago—before there were any labor unions to preside over the destinies of the American working classes—there was some excuse for accepting skimmed milk, while capital smacked its lips over the cream. Working people in those days didn't like drawing blanks all the time any more than people do nowadays, but they accepted them and smiled because there was no come-back. A whole lot can happen in a century. A whole lot has happened—a whole lot that should have happened and a lot more that shouldn't. Among the several things that should have taken place, but which certainly did not, is that every working person on this vast continent be adorned with a good old union card. Perhaps in the next hundred years—but who knows? At all events, here is guessing that there are organizers in labor's great field who will take an affidavit to the effect that it would require about ninety-nine years, at least, to convince some working folks which side their bread is buttered upon, and that toadying to capital will never get them anywhere beyond Poverty Lane and a life of abject servitude, for that is what being a non-unionist practically amounts to in the majority of cases.

The union man of the rank and file is entitled to no small measure of credit for his efforts in behalf of himself and his kind, but even he is not to be entirely acquitted of the charge of being game for the capitalistic hunter; for if he, during the century of his existence, had been more insistent and more persevering in his efforts to do for his union instead of depending so much upon the efforts of his leaders he would occupy a much better position than he does even now.

The trouble with many of us—in fact, most of us—is that we look down instead of up. We listen too eagerly to the employer's prattle when he compares our elevated condition with that of the lowly laborer in the ditch, and when he tells us with tears in his eyes, between sobs, how thankful we ought to be to have a warm bed to crawl into these cold nights and a fairly steady job to turn to each morning. Instead of swallowing all

this soft mush we should gently remind the man that he in turn ought to be thankful that he is drawing down money in the thousands of dollars where we are pulling it in hundreds of cents, and that if it wasn't for us he wouldn't have a house over his head to keep the dew off his shiny pate.

The working classes owe absolutely nothing to the employers. Anything that the workingman has gained he has secured for himself, through the medium of organized labor. What the capitalist has was handed him on a silver platter—by and from unorganized labor.

It would almost be worth while bothering to live for another century if one could be assured that by that time everybody who toils for a living will have acquired sense and backbone enough to stand up for his or her rights.

PEACE—A POINT OF VIEW

(By P. J. Doyle.)

A WRITER in last month's Carpenter, commenting on the recent dedication of the Temple of Peace at The Hague, drew attention to the fact that while a world-wide interest has been aroused in the promotion of world-wide peace, and while a millionaire iron master has lavished millions looking toward that somewhat visionary end, yet little or nothing is being done in a concerted way to bring about an era of industrial peace. By "industrial peace," scarcely necessary to say, is meant the fair and impartial adjustment of the many questions which now create friction between employer and employe in the industrial world and the introduction of humanitarian standards to safeguard the health and happiness of the wage-earner and those dependent upon him.

What a striking commentary it is on our intelligence, on our twentieth century civilization! Here are our peace-loving philanthropists declaiming daily on the horror of international strife—which however horrible and deadly is but sporadic, breaking out at intervals—while a species of industrial warfare, continuous and apparently never-ceasing, is being waged at their very doors!

We wonder do those who speak and write so fervently about the horror of war realize the extent to which men, women and children are killed or maimed or wounded daily in our industrial centers, struck down in hazardous occupations or by occupational diseases, and the various other evils which have grown out of our modern industrial system? What think they of the havoc wrought on humanity by the twelve-hour day and the seven-day week in the steel mills; of child labor sapping the very life blood of the rising generation; of the ever-increasing army of underpaid women workers? Industrial mortality statistics are not as picturesquely formidable as are those of our modern wars, apparently, but they are just as appalling and constitute just as grave a menace to society. The trouble is that many of us grow so accustomed to taking life for granted that we eventually become blind, or partially blind, toward existing evils. For example, we fail to note any special significance in isolated reports of minor industrial accidents when they happen to be recorded in the newspapers; it is only when some big disaster occurs such as the recent Welsh colliery tragedy in which more than four hundred lives were lost or when feeling rises high during a strike and violence is resorted to that many persons realize that modern industrial conditions are sadly in need of improvement.

The real and lasting way to insure world-wide peace—if our world peace ad-

vocates could be brought to see it—lies in turning temporarily from the consideration of international conciliation to that of industrial conciliation. True peace—like charity—begins at home. If the people of the leading industrial nations could bring about a reign of industrial peace, an enlightened public opinion, the world over, would speedily erect an effective barrier against war. After all, who compose the armies of the world? Are they not recruited overwhelmingly from those who choose—and they are at liberty to choose—the military calling in preference to long hours of toil in underpaid industries? How many have been driven to accept the offer of the recruiting officer, we would like to know, in preference to joining the twelve-hour shifts in the steel mills? How many join the armies of the different nations annually because they are unskilled and consequently are misfits in the industrial world? Peace advocates who sermonize upon the burden of large standing armies have a remedy at hand if they would only seek to apply it: let them agitate to remove the cause of industrial injustice and oppression; let them strive practically to abolish "poverty," or, at least, its various contributing causes. If such were sincerely attempted and successfully carried out nothing short of ironclad conscription would keep large armies in existence.

To our thinking, neither money, nor millionaires, nor costly temples of peace will ever bring about lasting peace between nations. The Christian principle, "Love thy neighbor as thyself," alone will —but how can it act internationally if not nationally, and how nationally, if not individually? The creation of a contented, enlightened working class throughout the world would be a step toward international conciliation a million times more effective than the erection of costly temples, based on The Hague idea, in every country on the face of the earth. For The Hague idea, when you reduce it to its lowest terms, is basically artificial. At best it can merely bring about an entente cordiale, a prolonged truce between nations—recourse to arms will always lurk behind the deliberations of its tribunals.

On the other hand, a lavish outlay of money is not needed to end strife between capital and labor. The latter cries not for elaborate temples, but for simple justice. Yet the leaders of The Hague movement do not appear to be keenly alive to the feasibility of industrial peace. Perhaps they regard the industrial unrest of today as a "necessary evil;" perhaps, for all we know, it may be a dream of the millionaire donor of The Hague temple to abolish war between nations so that ultimately the armies and navies of the future may be used solely to bring about industrial peace—by force of arms!

We do not in the least wish to be understood as deprecating the movement for world peace. Everyone who loves humanity deplores the horrors of war. But we would point out to those who are striving toward the goal of international conciliation while countenancing industrial oppression and unrest that they are on the wrong track. Let them give ear to the voice of common humanity; let them restore to the toiler his indestructible rights; let them throw in their lot with the ever-increasing band of earnest men and women in every nation who are working disinterestedly but surely to a realization of that better day which Ruskin had in mind when he said:

> As we advance in our social knowledge, we shall endeavor to make our government paternal as well as judicial; that is, to establish such laws and authorities as may at once direct us in our occupations, protect us against our follies, and visit us in our distresses; a government which shall repress dishonesty, as now it punishes theft; which shall show how the discipline of the masses may be brought to aid the toils of peace, as discipline of the masses has hitherto knit the sinews of battle; a government which shall have its soldiers of the ploughshare as well as its soldiers of the sword, and which shall distribute more proudly its golden crosses of industry—golden in the glow of the harvest, than now it grants its bronze crosses of honor—bronzed with the crimson of blood.

BUNGALOW LIFE IN INDIA

(By George Cecil.)

—The Unchanging East.—

THE construction of the Indian bungalow and the disposition of the rooms have scarcely changed since the days when the Portuguese and the Dutch, casting envious eyes on India, landed and settled down as traders—long, long ago. Nor, upon the "Honourable East India Company" sending its servants, a decade or so later, to trade on behalf of England, did any alteration take place; the bungalow of today, whether inhabited by an opulent Calcutta or Bombay business man or by a raw youth newly "out from Home," who assists in growing tea or in conducting the operations of an indigo factory, scarcely differs from those built, so to speak, in the year one. And, thanks to the immutability of things Anglo-Indian, bungalow life is much the same as it has always been.

—Flat and Thatched Roofs.—

In Calcutta, Bombay, Madras and in many of the large "up-country" "stations" the bungalow has the flat roof which has been associated with Eastern countries from time immemorial. During the hateful "hot weather," lasting from early in April till late in October, the heat is so appallingly oppressive that the "sahib" and the "mem-sahib" and the little "master-sahibs" and "miss-sahibs" frequently sleep on the roof, which is inclosed by the necessary parapet, a screen dividing the accommodation into a dormitory for either sex. Soon after sunrise the family is awakened by the "bearer" (as the colored valet is entitled) visiting the bedside of each male and pulling the sleeper's big toe, this being the unvarying custom obtaining in Anglo-Indian establishments, while the ladies of the family are aroused in a similar manner by the "ayah," a dusky domestic, who tends the mistress of the bungalow and occupies the position of nurse. Although this al fresco method of recruiting exhausted energy has several advantages, it is not without certain drawbacks. A dust storm, for instance, may send the family flying back to the shelter of the horribly stuffy bedrooms, thus ruining a much-needed night's rest, or a tropical shower, coming on with startling swiftness, will soak the bedding before the poor slumberers are half awake. In India, by the way, "it never rains but it pours."

The other type of bungalow has a deep thatched roof, which, sloping gradually, creates a most picturesque effect. It is not, however, an unmixed blessing, for the thatch harbors snakes, who, attracted by the warmth and immunity from interference by the reptile-loathing "sahib," bring up large numbers of juvenile snakes. Sometimes one of these horrid reptiles drops from the ceiling-cloth and makes its presence known—in the usual manner—to whoever has the misfortune to be in the room at the time.

—No Wall Paper Nor Windows.—

Wall paper is not a success in India, the climate being against its use. Indeed, in the "hot weather" it simply crackles up, while the "rains" loosen each sheet so effectively that in a month there is scarcely anything left on the wall. Consequently, the bungalow is almost invariably distempered, both inside and out—white, cream-color, pale yellow, ochre, pale pink and light slate-color being the shades generally in vogue. Bright yellow, vivid crimson and startling carmine have also found favor with a few impressionistic persons, but the experiment has seldom been repeated. Nor are windows always considered necessary, doors leading out on to the veranda taking their place.

—The "Punkah."

Although in the "cold weather" (which lasts—officially—from the middle of October till the end of March) a room can be kept warm by the simple expedient of closing the door. The "hot weather" atmosphere is indeed a tribulation. From sunrise to sunset the heat is furnace-like, or it resembles that of a Turkish bath, according to the place, while the evening is almost equally detestable. The night is certainly a shade less hateful, but even under the most favorable conditions the exile may be put to considerable discomfort. Every room is therefore furnished with a "punkah," which is kept in motion by a patient, perspiring black, and the sybarite who makes the science of keeping cool the chief business of "the long, long Indian day" causes a screen of dried grass to fill each doorway, a native being employed to deluge it with water every few minutes. The "thermantidote" is also of the greatest benefit to suffering humanity in India. It consists of a large box-like structure, some five feet high, in which is a broad-bladed paddle-wheel. A colored man turns the handle and the revolving wheel sends a current of air through a grass screen, which is continually kept wet. So effective is this arrangement that the most appalling heat is quickly converted into agreeable coolness.

A certain percentage of white exiles declare that India is an unendurable country and that the most comfortable bungalow in the best "station" cannot compare with a tiny cottage at "Home"—as England is termed. When, however, they "retire" and endeavor to endure life in London or in the country, they lose no opportunity of lamenting their enforced absence from India.

INDIAN BUNGALOWS.

Colombia's Forestry Precaution

The republic of Colombia is said to have excellent regulations for its national forests. Lumbermen who take cedar and mahogany are required to plant young trees of the same species in the cutover spaces.

THE BLOT UPON CAPITAL

(By John B. Powell.)

IT is hardly necessary to say that the principle which lays it down that "an injury to one is the concern of all" still holds good. In fact we have elaborated upon it as we have increased in social wisdom so that today we are realizing more and more thoroughly the higher truth which shows us that when one injures himself by doing that which might or does injure others, he is harming not one but many, and thus decreasing the sum of human happiness as well as destroying his own better nature.

The principle may well be applied to the question we are about to study, for it is a stupid system that will teach us that capital should not pay a living wage just as it is that capital is not entitled to a fair return for its investment. There is no reasonable element in either proposition; one is mercenary and the other ungenerous.

Undoubtedly the public has been gradually reaching the alternative that it must unite with the laboring masses, not sympathetically but defensively against every reduction of wages, especially since the cost of living is increasing, or suffer with those who have not the power to resist a wage reduction or demand a wage proportionate to the purchasing extent of profit derived or derivable. It should be borne in mind that it is the insistence of capital that "cost production necessitates wage reduction," but that is a fallacy. As John Ruskin says: "Labor is machinery in itself: without it, life would be utterly dormant and useless." Now, in the structural view, every machine may be of the latest model and most expensive material, but it would not be in existence nor could it be of use unless the physical arm of intelligent, constructive service has been employed and assisted invention. Why, then, should not the highest proportionate pay go to that arm? Does it not secure completeness and perfection? Is it not an intelligent and valuable and an indispensable factor in producing profit for capital?

In Mr. Ruskin's theory—really an old one—capital looks to labor for its own vitality. Not so with labor, for it can live upon its own resources and by its own methods, though the living would of necessity be limited in supplying its wants and needs; it would merely exchange the machine work of its arm for remunerative elements, naturally produced and not with any results of scientific construction or invention. This, we know, was the manner of payment back in the ages when labor was more rude and manual and paid through a system widely variant among and between localities and people, so much so that history records no stable method, at least, not until genius brought forth a factor more scientific, circulative and easily handled, that factor being coined and paper money. To its introduction is now ascribed the relegation of the ancient way, for no fixed rate of wages, no stipulated price for work or labor prevailed, competition itself not entering into consideration.

What an advance in skill and productivity is noted when we compare the labor of the past with that of the present. In former ages architectural beauty shone out in unique but rude construction and adornment, but though that beauty has lived through the centuries, it is magnificent only for its antiquity, which is all it has to command admiration but more of curiosity. The eye of today looks now upon a skilled, polished and intelligent labor and sees in its results lofty and majestic construction, so ascendant that it seems to rob ethereal heights of their dazzling distances.

It is a sequent and natural question—"what has brought this wonderful

change?" Two words form, briefly, the answer—Organized Labor, and it is the unity that they represent that calls for and is entitled to the approval and support of an unselfish public, who, it is repeated, in realizing this unity, is viciously sought to be deprived of its splendid achievements and opportunities to add to them in building solidly and beautifully the grandeur and enduring greatness of the modern constructural advancement of the new and rising world over the old and ancient. And yet the viciousness pales when its venom is unmasked in its efforts to utterly annihilate what the public is now recognizing as a factor that is now furthering the common weal.

As generally conceded, opinions are commonly formed from the results of experience, and the nearer home they come, the more positive and correct do they cement themselves. Thus formed, they enter the realms of education and application.

In the educating sense, capital—such of it as seeks ascendancy—bends its efforts to spread the theory that "cost-production necessitates wage reductions," while behind the subtlety of its contention it makes its appeal to the wage-earning unity as represented by organized labor.

How, therefore, can it seem inconsistent to maintain that in its efforts to reduce the wage of the workers it is not only injuring the social, commercial and industrial peace and prosperity of the country at large, but cruelly and inhumanly crushing out the life of a force that has worked and is still working so intelligently to substantially establish and build up for our country a desirable standard of happiness and to make it permanent, progressive and universal.

Among the really great brilliants of thought shines the glittering epigram, "Truth, crushed to earth, will rise again." In that same brilliancy will live the truth that in organized labor rests the assurance of a triumph over the greed and tyranny of insatiate capital.

"The injury of one is the concern of all."

THE WORLD'S GREAT MINDS AND A LIVING WAGE

(Extract from argument of W. D. Mahon, International President of the Amalgamated Association of Street and Electric Railway Employes of America, in the arbitration case of the Chicago Street Railway Employes, December 20, 1912).

To follow the line, if you please, right on through—and, as I say, it is the uppermost thought in the minds of the world—we had in this city a few years ago a man whose writings attracted the attention of the entire world upon that subject, Professor Albion W. Small, head of the Department of Sociology in the University of Chicago. Ten years ago he made this declaration:

—What Professor Small Said—

"No man can live, bring up a family, and enjoy the ordinary human happiness on a wage of less than one thousand dollars a year. All wages should be paid within a certain scale. Let no man be paid less than the purchase capacity of one thousand dollars, which, I think, is the least a man can live on comfortably, educate his children, provide comfortably for a family, and enjoy some human comforts. Let no man be paid more than fifty thousand dollars, which is the salary of the President of the United States."

Now, that statement was made by the professor over ten years ago. Take the increased cost of living up to the present time. The government figures show that for the North Central States, which include Chicago, that the increased cost of living since 1900 has been 52.7 per cent. So that you will see that my claim of $1,200 is below that of Professor Small, made ten years ago.

—John Mitchell's Statement—

Upon this great subject John Mitchell,

president of the Mine Workers for many years, and vice-president of the American Federation of Labor, has this to say:

"The American standard of living should mean to the ordinary unskilled workman with an average family a comfortable house of at least six rooms; it should mean a bath room, good sanitary plumbing, a parlor, a dining room and a kitchen, and separate sleeping rooms in order that decency may be preserved and a reasonable degree of comfort maintained. The American standard of living should mean to the unskilled workman carpets, pictures, books and furniture with which to make a home bright, comfortable, and attractive to himself and his family; an ample supply of clothing suitable to winter and summer, and above all, a sufficient quantity of wholesome, nourishing food at all times of the year. The American standard of living, moreover, should mean to the unskilled workman that his children should be kept in school until they attain the age of eighteen years, and then to be able to lay up sufficient to maintain himself and family in times of illness, or at the close of his industrial life, when age and weakness renders further work impossible, and to make provision for his family against premature death from accident or otherwise. This, or something like this, is the American standard of living as it exists in the eyes of the unskilled workman. For the great majority of men who are willing to work, and are not incapacitated by physical or mental or moral defects, the manner of living above described is an approximate estimate of what that standard should be, and with the great productivity of American labor, I believe it is not unreasonable to say that these things should be possessed by every workingman, however unskilled."

—Prof. Ryan on a Living Wage—

I want to call your attention to another great man on this subject, Professor John A. Ryan, who has written a book entitled "A Living Wage," that has been read around the world, and that is considered a standard in that line of work, and is accepted as a great authority upon this question, because of the many years that he has investigated it. He says in the book, "A Living Wage:"

"The laborer should have food sufficient in quantity, quality, and variety to maintain himself and the members of his family in a normal condition of health and vitality.

"He should be able to provide himself and family with clothing adapted in quantity and quality to the reasonable requirements of comfort. In addition to being protected against the inclemency of the climate, he ought to have the means of appearing in becoming attire on 'social' occasions, in church, in school, and in public gatherings. It is impossible to state precisely the minimum that is reasonable for this purpose, but speaking generally, we may say that the laborer and his family should possess an outfit of 'holiday' apparel, distinct from their ordinary or 'everyday' garments. This is essential to enable them to appear before their fellows without hurt to that self-respect and natural pride which are indispensable to decent living.

"Shelter. Under this head it is sufficient to say that the dwelling occupied by the laborer and his family ought to consist of at least five rooms, and in general to conform to the requirements of reasonable comfort. Three rooms (one for the parents, one for the male and one for the female children) are the minimum for sleeping accommodations, and it would seem that at least two rooms are required for all other purposes. As to equipment, the house must, of course, be provided with a reasonable stock of furniture and utensils, with the amount of heat, light, and drainage essential to health and comfort.

"The material requisites of decent living may, therefore, be summed up as a reasonable amount of food, clothing, and shelter for himself and his wife as long as they live; and for four or five children until these have reached the age of sixteen years.

"Besides the needs that are constant, actually existent, there are others that are intermittent, and still others that will be felt only in the future. The laborer's remuneration ought to be sufficiently large to enable him to provide against sickness, accident, and old age. If it does not, he will, when temporarily or permanently incapacitated from work, become a burden to the community or to his children. In the latter case the wages received by the children would have to be increased beyond their own requirements. This is not in accord with the normal law of things, which suggests that a man's life toil should bring him sufficient provision for his life's needs.

"Finally, the laborer and his family have certain mental and spiritual needs, the satisfaction of which is essential to right living. The chief among these are: A moderate amount of amusement and recreation; education in the primary branches of instruction for the children; some periodical and other literature; membership in certain organizations, such as benefit societies and labor unions; and last, but by no means least, the means of fulfilling in a becoming manner the obligations imposed by charity and religion."

—Pope Leo XIII on Labor—

Following the same line of thought, as I said to you, calling your attention to the great minds of the world, I bring to your attention another. Back as far as 1891, the late Leo XIII formulated the doctrine of a minimum living wage, better known by the title, 'On the Condition of Labor.' Its most important passages relative to the present matter are the following:

"We now approach a subject of very great importance, and one on which, if extremes are to be avoided, right ideas are absolutely necessary. Wages, we are told, are fixed by free consent, and, therefore, the employer, when he has paid what was agreed upon, has done his part and is not called upon for anything further. The only way, it is said, in which injustice could happen would be if the master refused to pay the whole of the wages, or the workman would not complete the work undertaken; when this happens, the state should intervene to see that each obtains his own, but not under any other circumstances.

"This mode of reasoning is by no means convincing to a fairminded man, for there are important considerations which it leaves out of view altogether. To labor is to exert one's self for the sake of procuring what is necessary for the purpose of life and, most of all, for self-preservation. 'In the sweat of thy brow thou shalt eat bread.' Therefore a man's labor has two notes or characters: First of all, it is personal; for the exertion of individual power belongs to the individual who puts it forth, employing his power for the personal profit for which it was given. Secondly, a man's labor is necessary; for without the results of labor a man cannot live; and self-conservation is a law of nature which it is wrong to disobey. Now, if we were to consider labor merely in so far as it is personal, doubtless it would be within the workmen's right to accept any rate of wages whatever; the same way that he is free to work or not, so is he free to accept a small remuneration or none at all. But this is a mere abstract proposition; the labor of the workman is not only his personal attribute, but is necessary; and this makes all the difference. The preservation of life is the bounden duty of each and all, and to fail therein is a crime. It follows that each one has a right to procure what is required in order to live; and the poor can procure it in no way than by work and wages.

"Let it be granted, then, that as a rule workman and employer should make arrangements, and in particular should freely agree as to wages; nevertheless, there is a dictate between man and man, that the remuneration must be enough to support the wage earner in reasonable and frugal comfort. If through necessity, or fear of a worse evil, the work-

(Continued on Page 36.)

Editorial

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Amalgamated Society Approves of Solidification

We are officially notified by Secretary Thomas Atkinson of the United States executive board of the Amalgamated Society of Carpenters and Joiners that the membership of that organization has approved of the plan of solidification with the United Brotherhood.

The official returns of the vote of the Amalgamated Society membership show that the figures in the United States district were 1,670 in favor of the plan and 452 against, giving a majority vote in favor of 1,218. The Canadian district cast 928 votes in favor and 849 against, showing a majority vote in favor of 79, thus making the total combined vote for the United States and Canadian districts 1,297 in favor of solidification.

With regard to the vote of the Amalgamated membership in Great Britain to acquiesce in whatever result of the vote that might be obtained in the United States and Canada a vote of 16,674 was cast in favor and 979 against.

In commenting on the figures in his letter of notification, Mr. Atkinson says:

"You will see that the plan of solidification has been adopted by a very large majority vote in favor by all parties concerned, which is the best evidence that can be produced that the membership of both organizations are in favor of becoming solidified on a plan which will, if honestly carried out, maintain the salient features of both organizations, namely, giving to the United Brotherhood of Carpenters and Joiners of America full and complete control of all trade matters within the scope of its ramifications without impairing the beneficial features of the Amalgamated Society."

The tabulated vote of the U. B. will be found on Page 29.

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Employment Bureaus

Looking through the pages of a labor paper recently, we came across a letter written by a tradesman, drawing attention to the loss of money, time and energy which usually attends the process known as "looking for a job." The writer gave a clear account of his own experiences, differing very little from that which falls to the lot of the majority of wage-earners—the humiliating wait at the gate of the factory or in an outer office; the monotony of the long minutes, often hours, which precede the coming of the foreman or assistant foreman; and in those semi-skilled occupations in which organization is weak or practically non-existent, the uncertainty which surrounds the question of wages, hours and conditions of labor.

The trade unions have done much to alleviate and correct this condition. Union carpenters—as well as many other organized skilled workers—when unem-

ployed have their union and business agent to act as an intermediary for them and under the system adopted are thus rendered immune from much unpleasantness and worry. But the work of the union in this connection is, of course, limited to its own craft and consequently can but in a limited degree check the wholesale economic waste which the usual haphazard methods of obtaining employment entail.

The question of making it an easy matter for the man out of employment to obtain a job and the problem of simplifying industrial conditions so as to eliminate the economic waste is something that has scarcely been touched upon as yet in the United States. The subject is one, however, which is growing in importance every day. Between the immigration problem on the one hand and the problem of unemployment on the other some practical plan appears to be necessary to make fluid and to equitably distribute the labor supply and minimize the rising tide of unemployment.

Germany, with that zeal for efficiency which has characterized her—efficiency in the real sense of that much-abused word—has gone far toward solving this complex problem through her system of labor exchanges. She has been the pioneer, as it were, in bringing intelligence into a field where haphazard personal canvass of the individual had previously been the only means of obtaining employment. The ordinary way of recruiting labor from the men hanging around the factory gates, or of a man finding work by tramping from one plant to another, was long ago seen to be inefficient and wasteful in Germany. At first, in the hope of evolving a working system, experiments were made with the variety of existing employment agencies, but these were ultimately found so limited in their scope that most of the German states, municipalities in industrial districts and associations in farming provinces came to see the wisdom of appropriating public funds to finance labor exchanges, and thus the modern chain of co-operating exchanges, which have been singularly successful throughout the German empire in coping with the problem of unemployment, came into existence.

We in the United States are finding ourselves much in the same position today as Germany was when she undertook to systematize and regulate her labor market. Statistics show that public employment offices exist in eighteen States and about sixty cities of the country and that these, either through inefficient administration or carelessness on the part of officials, are to all intents and purposes worse than useless. Already the need of some sort of government supervision is being advocated.

As a Wisconsin authority said recently, the nature of the business is such that to be really successful it needs to be a monopoly. The service is a public utility; private enterprise has not undertaken to organize it. "The multiplication of agencies has the same effect as the multiplication of labor markets. They merely make more places to look for work and therefore more chances that man and job will miss each other."

It is very probable, then, that if in the near future action is taken on this phase of the unemployment problem the methods of the German exchanges will be closely studied and we are not averse to thinking that the application of German methods would be productive of good results. We do not, of course, say that the German exchanges are incapable of further improvement, that they are entirely free from criticism in the Fatherland or that they have succeeded in bringing the millennium to pass. They have, however, appreciably lessened the chances of long periods of unemployment and its attendant evils; they have effectually minimized the hazard of an individual not finding work for months. Within two weeks, at most, the man offering skilled labor and belonging to a union is engaged on the Berlin Exchange, while the waiting time of the unskilled laborer is longer. The operation of the labor bourses has re-

sulted in equalizing the terms of unemployment so that the loss of work is distributed more evenly. No individual runs the risk of not finding work for months. As a consequence it is growing difficult in Germany for an employer to get employes through the former casual sources, as the exchanges are monopolizing the supply. Labor has become standardized, as it were, and the personal side of the free contract between master and man is disappearing.

The German exchanges are large, airy buildings, where men and women after registering can wait for another engagement under agreeable conditions. The Berlin Exchange, for instance, has three vast apartments. One for skilled workmen, arranged according to trades, accommodates conveniently 2,000, another 1,000 to 1,500 unskilled laborers, while the third is for women. The average exchange has none of the depressing suggestions of unemployment, none of that dreary atmosphere of the groups around the factory entrance waiting for something to do. The rooms are usually astir with activity. Telephone bells, the communications of sub-managers to the classified sections, the summons of tradesmen from their division, engage the attention of a newcomer and make the scene an interesting and busy one. Games are played, the restaurant supplies a meal at a nominal cost and the man-out-of-work may go home without a job, but he has not had an unpleasant day and he feels the better for it.

Much of the success of the German labor exchanges is due to the reputation they have gained for efficiency and good will toward all interests. The unions share in the management of many of the exchanges, so that the danger of their developing into mere employers' associations is avoided. Whether the German labor exchange idea could be utilized with assured success in the United States is, nevertheless, a rather hard question to determine, owing to the essential difference between the German and American social systems. It is, however, probable that the subject will be considered by the new Industrial Commission at some time, as it clearly comes within the broad scope of its duties.

An Appreciated Gift

Our library at Headquarters was recently enriched by the addition of two very old and very interesting volumes of our official monthly journal, The Carpenter, one of them dating back to the first publication in May, 1881. For this courtesy we are indebted to Brother Joseph R. Graw of Local Union No. 20, Camden, N. J., who very kindly presented these old journals to the General Office. So many clippings had been made from our own official files in years gone by that many numbers of the journal were practically of little use to us, and we feel very grateful to Brother Graw for having helped us to make our old records complete once more.

Labor 60 Years Ago

A member of the Chicago Record-Herald staff, curious to inform himself as to labor conditions in the first half of the nineteenth century, recently took down a volume of McMaster's history and was very much impressed with the conditions which he found prevailed at that time in the labor world. There had been labor movements in the country, a business panic that had checked them, a recovery and a resumption of the old struggle. There was now a renewed demand for higher wages and shorter hours, and this is what the survey shows:

Bricklayers in Cincinnati were paid $7 a week. Bakers in Boston were forced to work eighteen and twenty hours a day. "Carpenters and painters in Philadelphia received $1.25 a day, and cordwainers in New York $5 a week on the average, for toiling, they said, eighteen hours in the twenty-four." Unskilled laborers in the city last named received 65 cents a day.

There was political action and there were trade organizations and strikes, and protests in which women joined, and here is an interesting passage:

"In New York City one afternoon in 1845 several hundred women constituting the Female Industrial Association, tallouresses, shirtmakers, book folders, capmakers, representatives of all the trades then open to women,

met in the superior court room to assert their rights against unjust and mercenary employers. Their lot was, indeed, a hard one, for the president said that in the trade she pursued wages were from 10 to 18 cents a day. Only the most proficient received 25 cents."

Of course to make an exact comparison with the present it would be necessary to know just what the money measure meant in terms of food, clothing and shelter, but there can be no doubt about the measure in hours of toil. When the New England Workingmen's Association, in which the mill operatives were represented, appealed for a ten-hour law it was shown that work began at 5 o'clock in the morning and ended at 7 o'clock in the evening; that half an hour was allowed for breakfast and three-quarters of an hour for dinner; that some who were paid by the piece earned from $16 to $23 a month, and that others employed by the week were paid for that time $1.62½.

Judging from these figures, sixty years have wrought changes, almost revolutionary in scope, in the matter of wages, reduction of hours of toil and working conditions, thanks to organized labor. And yet the labor movement cannot rest on laurels won. Changing conditions must be faced; there are almost as many problems to be solved today, as many reforms to be brought about. But there is this difference: Labor has grown more assertive, more conscious of ultimate victory, more self-confident in grappling with industrial evils. She is aware that what has been accomplished in the past is only an index of what may be accomplished in the future. And the voice of public opinion is daily growing more responsive to her needs.

The Hope of the Laborer

It is plain that several fundamental reforms must be had before the American wage earner can be assured freedom of opportunity and the chance to work out the full measure of economic welfare which is his rightful heritage. Special privileges and monopoly rights arising from a protective tariff policy which have made possible a control of prices by a large group of manufacturers should be withdrawn by proper legislation. Corporations should also be prohibited from issuing worthless securities which cause an absorption of earnings through indefensible capital charges.

A large share of the industrial output, which now goes into illegitimate dividend and interest payments should be given to labor through higher rates of compensation or lower prices of articles of general consumption.

To establish firmly an American standard of work and living, to guarantee a proper distribution of the benefits of our marvelous natural resources and our wonderful industrial progress, and, at the same time, to maintain the spirit of enterprise and the stimulation to industrial progress and efficiency, it is also absolutely necessary to impose some limitations upon the numbers of immigrants who are rapidly entering the country. Unless there is a restriction of immigration, the situation for the American industrial worker is without hope. A policy of permanent or absolute exclusion is not imperative. All that is essential is to limit temporarily the number of incoming aliens so that the foreign workmen already in our midst may be industrially assimilated and educated to the point where they will demand proper standards of living and will be constrained by the economic aspirations of the native American.

The real indication of material prosperity is to be found in the extent to which the wage earners in mines and factories share in the industrial output which is partly attributable to their labors, and unless there is a limitation placed upon the inexhaustible supply of cheap foreign labor of low standards and aspirations which is now coming to this country, it is perfectly clear that the American wage earner cannot hope to participate properly in the results of our industrial progress.—W. Jett Lauck, in the North American Review.

A new trade union house of the woodworkers of Germany has recently been completed at a cost of over $250,000 at Berlin.

Official Information

GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman.

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Report of General President Kirby for Quarter Ending September 30, 1913.

Indianapolis, Ind., October 13, 1913.

To the Officers and Members of the General Executive Board—Greeting:

The case in New York City in which our organization was sued for $200,000 damages, and which was referred to Board Member Guerin and myself by this Board at its last session, was taken up immediately after adjournment. Not being able to give this my personal attention, I instructed General Secretary Duffy to act for me with Brother Guerin, and will say aside from their report no new developments have arisen. Their report follows:

"Indianapolis, July 31, 1913.

"Mr. James Kirby, General President:

"Dear Sir and Brother—In accordance with your wishes we visited New York City immediately after the adjournment of the last meeting of the General Executive Board for the purpose of adjusting, if possible, the misunderstanding that arose between the firm of Magner & Carew of Brooklyn and lawyer Beattie of New York in the $200,000 damage suit entered against us and others by the firm of Bossert & Co. of Brooklyn.

"We held conferences with Mr. Carew, representing the firm of Magner & Carew, as Mr. Magner was out of the city, and went into details of the complaint lodged by Mr. Beattie. In fact, we showed him Mr. Beattie's letter under date of July 17, 1913, addressed to you and which was submitted to the General Executive Board while that body was in session this month. Mr. Carew replied after reading it, 'all bosh.' He said his firm did not intend to hurt Mr. Beattie's feelings in any shape or manner and never desired to humiliate him in the least. In fact, they thought the easiest way out of the difficulty was for Mr. Beattie to withdraw from the case, but that it made no difference with them what course was pursued. If Mr. Beattie desired the other way expressed by him, that is, by letter of substitution, they were quite willing to comply with his wishes.

"While we were in the office of Mr. Carew, Mr. Carew dictated a letter to Mr. Beattie in which he expressed his sorrow at causing him any unpleasantness or inconvenience and hoped he might have his assistance in dealing with this case. Mr. Carew was willing to do anything to avoid friction or soreness.

"We next waited on Mr. Beattie and explained the position of Magner & Carew, but gave him to distinctly understand that at no stage of the game was he hired, retained or employed by the General Office to defend this suit, but that, on the other hand, we waited on him as soon as we possibly could after we had been notified of the case and told him that we had hired Magner & Carew to defend our organization in this damage suit. He admitted that perhaps it was better that Magner & Carew had been employed by us. He said they were good lawyers and had much influence. He was glad that we came to New York and adjusted matters. He promised us he would co-operate with Magner & Carew in any way desired.

"We told him we knew that he and Maloney had not been working in harmony in the injunction cases, but that we expected that he and Magner & Carew would work in harmony in this case.

"We afterward visited carpenters' headquarters, 142-144 E. Fifty-Ninth street, and conferred with Secretary Oliver Collins on the matter. He was glad to learn that the differences between the lawyers had been amicably adjusted for it was a source of annoyance to him. He believes the matter should be left in the hands of the members of the General Executive Board from the first district with the General Officers to manage. He feels then that not only this but all other cases would be promptly and properly attended to. We left feeling satisfied that we had done our duty. Fraternally yours,

"FRANK DUFFY,
"T. M. GUERIN."

Since the last meeting of the Executive Council I have been very busy visiting different parts of the country in the interest of our organization.

I attended a meeting of the Executive Council of the Building Trades Department at Atlantic City in the interest of the Brotherhood, regarding the hollow metal trim. I addressed the following letter to the Executive Council of the B. T. D.:

"July 21, 1913.

"To the Executive Council of the Building Trades Department, American Federation of Labor—Greeting:

"In placing this subject before you I am doing so in behalf of the organization I have the honor to represent, and in the interest of peace in the building trades. What I am placing before you now is the conditions that confront the building industry throughout the entire jurisdiction of the American Federation of Labor.

"With the inception of the hollow metal trim, all of you are more or less familiar. From the beginning a dispute has existed between two International organizations, as to the rights of its erection. It was first used in the City of New York, and in that city this work was a subject of arbitration, and was decided in favor of one of the organizations. The other organization contested its right and appealed to the Building Trades Department for redress, and at the Tampa convention the Building Trades Department decided that this work belonged to the Amalgamated Sheet Metal Workers.

"The United Brotherhood of Carpenters and Joiners refused to recognize the decision of the department with the result that it was suspended from the Building Trades Department at the St. Louis convention in 1910. The carpenters still insisted on doing the work, made no appeal from the decision of the St. Louis convention and still continued to do the major part of the work in question.

"The executive council of the American Federation of Labor, in its report to the 1911 convention of the A. F. of L., held at Atlanta, Ga., recommended that the Building Trades Department be instructed to reinstate the carpenters. This was concurred in by the convention, but the fact remains that neither organization has receded from the position assumed, and the internecine war among the building crafts has tended to rip apart and make enemies in the various local councils where they should be united in supporting each other.

"I respectfully submit to your honorable body on behalf of the Brotherhood of Carpenters, these facts: That inasmuch as the American Federation of Labor ordered the carpenters reinstated that it practically ruled, to all intents and purposes, that the entire contention under which the Brotherhood of Carpenters were expelled was unjust and irregular, and the following action of the Building Trades Department, regardless of any questions asked by individuals from the floor of the convention or any answers given by the presiding officer, concurred in the action of the convention of the American Federation of Labor.

"On the part of the Brotherhood of Carpenters, we have stood ready at all times to meet representatives of the Sheet Metal Workers to adjust this controversy. However, they have assumed an attitude making such action impossible; recently the undersigned was called to the headquarters of the Building Trades Department to meet the superintendent of a large contracting company together with President O'Sullivan; we were present and ready to take up the matter in any way possible looking to an adjustment. President O'Sullivan, however, announced that he was not there for the purpose of any conference and refused to take any part in the discussion that would lead to an amicable understanding, basing his grounds upon the department's past actions.

"In view of the above, I respectfully request that you instruct the local Building Trades Councils affiliated with the department to take no part in this con-

troversy and allow the work to proceed peaceably, and at the same time you request, instruct, or order the two internationals to meet and endeavor to settle the difficulty. Failing to do so, take the matter up in accordance with the laws of the department.

"I beg to say for the United Brotherhood that we stand ready to meet the Sheet Metal Workers at a time and place to be selected at their convenience, either at their headquarters in Kansas City, Mo., our headquarters at Indianapolis, Ind., or at the office of the Building Trades Department.

"Trusting that you can see your way clear to take this step and assuring you we will endeavor to in no way involve any other building craft in this dispute, I am, Fraternally yours,

"JAMES KIRBY, Gen. President,
"United Brotherhood of Carpenters and Joiners."

After considerable discussion it was decided to refer the subject matter covered in my letter to the next convention of the Building Trades Department. It will therefore be seen that the matter will be taken up by the Building Trades convention at Seattle for adjustment.

I attended a meeting of our organization in Oshkosh, Wis.; also visited Philadelphia on August 27, where the carpenters were holding a picnic preparatory to putting their new agreement into effect. It seems, however, that matters did not move so smoothly as they anticipated. I am pleased to report that the situation is now well in hand as Philadelphia has practically won its entire demands, credit of which is due to the officers and members of the Philadelphia District Council.

I visited Dubuque, Ia., in the interest of Local 579, and in an effort to reach an understanding with the Brunswick-Balke-Collender people. We were, however, unable to reach an agreement satisfactory to the local union at that time.

In company with General Secretary Duffy I attended the Canadian Trades and Labor Congress in the interest of the United Brotherhood, and am pleased to report the carpenters of Canada responded nobly to a circular issued by the General Secretary sometime ago, requesting that they elect delegates, as will be shown by Delegate Armstrong's report who very ably handled the affairs of the U. B. at the congress.

After the congress adjourned I visited Three Rivers, Quebec, Jonquieres and Chicoutini. The four named cities have a very difficult problem to solve, as there is a strong local organization, with headquarters at Three Rivers, which is putting up a bitter fight against the international movement. I deem it, however, of the utmost importance that we keep up an active and aggressive campaign in those districts, that we may compel those who are opposing us to spend their energy at home, rather than permit them to disseminate their ideas throughout upper Canada.

Just prior to the election of officers of the Joint District Council of New York, Local 309 was suspended. On an appeal from that Local Union, I ordered the local reinstated, and the votes of the Local Union counted. The Joint District Council refused to comply with my instructions. I might say that on examination of the roll-call vote taken by the Joint District Council I found that had the matter been left to the Brotherhood delegates, my instructions would have been carried out, but a majority of the Amalgamated delegates taking a negative stand caused my instructions to be rejected. I informed the Joint District Council that I had no objections to an appeal being taken from any decision I might render, but I would insist on the orders of the General President being complied with. I therefore suspended the Joint District Council and notified all Local Unions of Greater New York to send delegates to a meeting to be held October 9. I am pleased to say that every Local Union in that city complied and steps were taken to organize a district council strictly in accordance with the laws of the Brotherhood. I feel sure that this will be the means of materially

benefiting our movement in Greater New York.

In conclusion I wish to thank the membership and all the General Officers for their hearty co-operation, which has been the means of increasing our membership and strengthening our organization in general as the reports of the General Secretary will show.

With best wishes and kindest regards, I remain, Fraternally yours,

JAMES KIRBY, Gen. President,
U. B. of C. & J. of A.

Proceedings of the Fourth Quarterly Session, 1913 of the G. E. B.

During the interim between the July and October sessions the following matters were acted upon by correspondence:

July 30.

Indianapolis, Ind.—Request of the D. C. for allowance of $6.00 per week for mill men on strike. Request denied.

August 5.

Request of Chicago D. C. for financial assistance for bar and office fixture men on strike. The Board appropriates $5,000.00.

August 6.

Brantford, Ont., Can.—Request of L. U. 498 for an appropriation for organizing purposes. The Board appropriates $200.00, to be expended under direction of the G. P.

August 14.

Montreal, Can.—Request of the D. C. for financial aid for members on strike in support of movement to maintain wage scale. The Board decides to grant financial support to the movement.

September 9.

Moose Jaw, Sask., Can.—Request of L. U. 619 for an appropriation for organizing purposes. Request denied.

September 13.

Hot Springs, Ark.—Request of L. U. 891 for an appropriation for organizing purposes. The Board donates $200.00, same to be expended under direction of the G. P.

September 15.

Chicago, Ill. Request from the D. C. for an appropriation for organizing the shops and mills. The Board appropriates $1,000.00.

Indianapolis, Ind., October 13, 1913.

The fourth quarterly meeting of the G. E. B. was called to order on the above date by Chairman Kirby.

All members present.

The report of the delegate to the Montreal convention of the Canadian Trades and Labor Congress was received and filed for future reference.

Philadelphia, Pa.—Report from the D. C. relative to strike conditions in that city received as information.

Quincy, Ill.—Request from L. U. 1366 for continued financial assistance for mill men on strike. The Board appropriates $420.00 for strike pay. A committee of the G. E. B. will visit Quincy after adjournment of the present meeting and report in detail to the General Office conditions as they exist. Brothers Potts, Blackmore and Cole appointed.

Charleston, S. C.—Complete accounting received from the D. C. for an appropriation made by the Board in 1910 for organizing purposes ($100.00). Filed.

Chattanooga, Tenn.—Request from the D. C. for an appropriation for organizing purposes. The Board appropriates $100.00, to be spent under direction of the G. P.

Erie, Pa.—Request from the D. C. for an appropriation for organizing purposes. The appropriation is denied and the request for an organizer referred to the G. P.

Springfield, Ill.—Request of L. U. 16 for an appropriation for organizing purposes. The appropriation is denied and the matter of sending an organizer is referred to the G. P.

Springfield, Ill.—Request of L. U. 16 for an appropriation to cover cost of expenses in injunction suit. The Board appropriates $211.00.

New Castle, Pa.—Request of L. U. 206 for an appropriation for organizing purposes. The appropriation is denied and the G. P. requested to send an organizer to New Castle.

Galt, Ont., Can.—Request of L. U. 1216 for an appropriation for organizing purposes. The appropriation is denied and the G. P. requested to send an organizer to Galt and vicinity.

Medicine Hat, Alta., Can.—Request of L. U. 1061 for financial aid denied. The action of the G. E. B. July 14, 1913, appropriating $200.00 for organizing purposes was reconsidered and the G. P. requested to investigate conditions in Medicine Hat.

Grinnell, Iowa.—Request of L. U. 929 for sanction of a trade movement for an increase in wages and reduction in working hours from nine to eight per day, effective January 1, 1914. Official sanction granted.

Crawfordsville, Ind.—Request of L. U. 1355 for sanction of a trade movement for an increase in wages of 10 cents per hour and a reduction in the hours of labor from nine to eight per day, effective January 1, 1914. The G. E. B. advises that this movement be held in abeyance until April 1, 1914.

Brownwood, Tex.—Request of L. U. 1363 for sanction of a trade movement for an increase in wages of 5 cents per hour, effective December 1, 1913. Official sanction granted; financial aid to be considered later as reports are received at the General Office.

Cabo Rojo, P. R.—Request of L. U. 1455 for official sanction of a trade movement to establish better working conditions generally. Sanction granted; financial aid to be considered later as reports are made to the General Office.

Regina, Sask., Can.—Communication from L. U. 1867 requesting permission to circulate an appeal for financial assistance for a disabled member. Request denied.

Fond du Lac, Wis.—Complete accounting of money appropriated for relief of men on strike received from L. U. 782 and filed.

Wheeling, W. Va.—Complete accounting from the Ohio Valley D. C. of money appropriated for litigation purposes received and filed.

A joint communication from Local Unions 32, 309, 258, 214, 12 and 126 relative to affiliation with the Central Labor Council of Greater New York, also a communication from L. U. 309 on the same subject, received and carefully considered and referred to the member of the G. E. B. from the First District for further investigation.

Grand Rapids, Mich.—A communication from the D. C. relative to the erection of a labor temple was received and filed as information.

Jersey City, N. J.—An invitation to attend the joint anniversary celebration of Local Unions No. 391 and 482 of Jersey City, N .J., was received as information.

Chicago, Ill.—A letter of thanks from the D. C. for financial assistance rendered by the G. O. during the strike of the bar and office fixture men was received as information.

Springfield, Ill.—Complete accounting from L. U. 16 of money appropriated for organizing purposes received and filed.

A communication was received from John H. Murray, of New York City, relative to overcharges made by him on his bills for services rendered the organization while he was acting in the capacity of organizer. The G. E. B. decides to further extend the time for payment of said overcharge.

Youngstown, Ohio.—Complete accounting from L. U. 171 of money appropriated for organizing purposes received and filed.

Macon, Ga.—Complete accounting from the D. C. of money appropriated for organizing purposes received and filed.

October 14.

All members present.

Boston, Mass.—Complete accounting received from the D. C. of money appropriated for organizing purposes; filed.

Grand Rapids, Mich.—Complete accounting from the D. C. of money appropriated for organizing purposes received and filed.

Akron, Ohio.—Complete accounting from L. U. 84 of money appropriated for organizing purposes received and filed.

The G. S. submitted the following bids on printing 50,000 F. S. monthly report blanks and 50,000 Treasurer's monthly remittance blanks:

Cheltenham-Aetna Press: Fifty thousand F. S. monthly report blanks, $212.50; 50,000 Treasurer's monthly remittance blanks, $54.25.

The Bramwood Press: Fifty thousand F. S. monthly report blanks, $178.50; 50,000 Treasurer's remittance blanks, $45.00.

The Iron City Trades Journal Pub. Co., Pittsburgh: Fifty thousand F. S. monthly report blanks and 50,000 Treasurer's monthly remittance blanks, $223.50.

Harrington & Folger: Fifty thousand F. S. monthly report blanks, $230.00; 50,000 Treasurer's remittance blanks, $65.00.

The contract is awarded to the Iron City Trades Journal Pub. Co., providing the supplies will be delivered free of cost to the General Office in Indianapolis.

Hyde Park, Mass.—Complete accounting from the D. C., New York, New Haven & Hartford R. R. System, for money appropriated for organizing work received and filed.

Nashville, Tenn.—Complete accounting from L. U. 41 of money appropriated for relief of men on strike received and filed.

Knoxville, Tenn.—Complete accounting from the D. C. of money appropriated for relief of men on strike received and filed.

Fall River, Mass.—Complete accounting from the D. C. of money appropriated for relief of men on strike received and filed.

Indianapolis, Ind.—Complete accounting from the D. C. of money appropriated for relief of mill men on strike received and filed.

Chicago, Ill.—Complete accounting from the D. C. of money appropriated for relief of mill men on strike received and filed.

Springfield, Mo.—Complete accounting from L. U. 978 of money appropriated for relief of men on strike received and filed.

Boston, Mass.—Complete accounting from L. U. 1671 (ship carpenters) of money appropriated for relief of men on strike received and filed.

Birmingham, Ala.—Complete accounting from the D. C. of money appropriated for relief of men on strike received and filed.

Arctic, R. I.—Complete accounting from L. U. 1831 of money appropriated for relief of men on strike received and filed.

Freeland, Pa.—Complete accounting from L. U. 905 of money appropriated for relief of men on strike received and filed.

Sydney, N. S., Can.—Complete accounting from L. U. 1588 of money appropriated for relief of men on strike received and filed.

Omaha, Neb.—Complete accounting from the D. C. of money appropriated for relief of men on strike received and filed.

Shawinigan Falls, Que., Can.—Complete accounting from L. U. 1775 of money appropriated for relief of men on strike received and filed.

Quincy, Ill.—Partial accounting from L. U. 1366 of money appropriated for relief of mill men on strike received and filed.

Kansas City, Mo.—Partial accounting from the D. C. of money appropriated for relief of men on strike received as information.

Newport, R. I.—Partial accounting from the D. C. of money appropriated for strike relief was taken up. The accounting shows an unexpended balance of $15.00, which amount the D. C. has been requested to return to the G. O. The Board rules that if said balance is not returned within thirty days from date of official notification the amount will be charged pro rata to the local unions comprising said D. C.

Montreal, Que., Can.—Partial accounting from the D. C. of money appropriated for relief of men on strike received as information and referred to the member of the Board from the Seventh District for investigation.

The G. S. called attention to the fact that the supply of English rituals and English constitutions was running low and was instructed by the G. E. B. to place an order for same—1,000 English rituals and 50,000 English constitutions.

Communication from the Boston District Council, also from Cambridge L. U. 441 and from the Buffalo D. C., relative to the action of the Aberthaw Construction Company toward our organization in several cities where said firm is doing work, was taken under consideration. A representative of the Boston D. C., properly credentialed, appeared before the Board on the same matter. After a review of the case it was decided that the G. S. be instructed to correspond with the Larkin firm of Buffalo, also with Secretary Morrison, of the American Federation of Labor, with a view of adjusting the dispute in question. The matter of the various jobs mentioned is referred to the General President for further action.

A communication was received from the Boston D. C. asking permission that Expelled Member Max Umans be allowed to join the organization again. A representative of the D. C. appeared before the Board in this matter and explained the reasons why said request was made. The G. S. is requested to notify the Boston District Council that when L. U. 954 makes such a request the G. E. B. will give due consideration to same.

Springfield, Ill.—Partial accounting from L. U. 16 of money appropriated for relief of men on strike received as information.

Toronto, Ont., Can.—Partial accounting from L. U. 1820 of money appropriated for relief of men on strike received as information and referred to the member of the Board from the Seventh District for investigation.

Halifax, N. S., Can.—Communications received from L. U. 83 relative to an unexpended balance of $201.00 of money appropriated for relief of men on strike. The G. E. B. decides that an accounting of this balance must be made to the General Office or the amount in question must be returned.

Cumberland, Md.—Communication from L. U. 1024 relative to an unexpended appropriation made by the G. E. B. for organizing purposes laid over until next meeting of the Board and the G. S. instructed to take the matter up with L. U. 1024.

The G. P. submitted the report of the committee appointed to tabulate the vote cast on the plan of solidification of the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Society of Carpenters, showing

31,438 votes in favor of the proposition.

15,417 votes against the proposition.

This being the necessary two-thirds vote, the proposition is carried.

October 15.

All members present.

Jonquieres and Chicoutini, Que., Can.—Request from Local Unions 1338 and 1368 for an appropriation for organizing purposes. The Board donates $100.00, same to be expended under direction of the G. P.

Montreal, Que., Can.—Request from the D. C. for a donation to assist in organizing the mill men. The Board appropriates $200.00, same to be expended under the supervision of the G. P.

The report of Board Member Post in regard to the lawsuits of the U. B. of C. and J. of A. and suspended L. U. 1787 of Newark, N. J., now pending, was received and concurred in.

Grand Rapids, Mich.—A communication from the D. C. requesting that the American Federation of Labor take steps towards organizing the various crafts employed in the furniture factories was received and referred to the delegates to the A. F. of L. convention.

New York, N. Y.—The bill of Lawyer Charles Maitland Beattie for services in the Moelter vs. Bottsford-Dickinson Company case was presented to the Board and ordered paid.

Oakland, Cal.—A communication was received from L. U. 550 asking permission to circulate an appeal for donations for a disabled member. Request denied.

The G. P. submitted to the Board a joint statement from Local Unions 32, 309, 258, 214, 12 and 126 relative to the Central Labor Council of Greater New York. Referred with a similar statement previously submitted to the Board to the member of the Board from the First District for investigation.

Edmonton, Alta., Can.—A resolution was received from L. U. 1325, requiring the General Office to keep a record of all members fined and suspended and to furnish local unions with this information with the monthly statement. Filed as information.

Toronto, Ont., Can.—Appeal of the Toronto D. C. from the decision of the G. P. in the matter of sending delegates to the Canadian

Trades and Labor Congress. The decision of the G. P. is sustained and the appeal dismissed.

Dayton, Ohio.—Request from L. U. 839 for financial assistance in organizing the west side of Dayton. The request is denied on account of not having the endorsement of the D. C.

Long Branch, N. J.—Request from the Red Bank and Long Branch D. C. for an additional appropriation for organizing purposes. The request is denied and the matter referred to the G. P. for further investigation.

The report of Board Member Potts on the request of L. U. 356 of Marietta, Ohio; L. U. 1908 of Piqua, Ohio, and L. U. 525 of Coshocton, Ohio, for financial aid for members who suffered losses during the floods last spring was submitted to the Board and carefully considered in all its details. The report is received and filed and the requests of these local unions denied.

Piqua, Ohio.—The report of Board Member Potts relative to the accounting for money appropriated for organizing purposes in 1910 to L. U. 1908 was received, concurred in and filed as a complete accounting of the appropriation in question.

Brooklyn, N. Y.—Appeal of Max Steinfeld from the decision of the G. P. in the case of Max Steinfeld vs. the Hudson County (N. J.) D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of Frank Norton from the decision of the G. P. in the case of Frank Norton vs. the New York D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

New York, N. Y.—Appeal of George Henne, Nic. Mauderer et al. from the decision of the G. P. in the case of Henne, Mauderer, et al. vs. the New York D. C. The decision of the G. P. is sustained on the grounds set forth therein and the appeal dismissed.

Birmingham, Ala.—Appeal of L. U. No. 103 from the decision of the G. P. in the case of J. L. Whaley, G. L. Cox et al. vs. L. U. 103. The decision of the G. P. is sustained and the appeal dismissed.

Quincy, Ill.—A communication from L. U. 1366 relative to the strike of the mill men was received as information.

Superior, Wis.—Appeal of L. U. 755 from the decision of the First General Vice-President in disapproving local by-laws of said union. The decision of the First G. V.-P. and G. P. is sustained and the appeal dismissed.

Baltimore, Md.—Appeal of L. U. 29 from the decision of the First G. V.-P. in disapproving local by-laws of said union providing for a contingent fund. The decision of the First G. V.-P. is sustained and the appeal dismissed, as no dues, initiation fees nor tax which the power of the organization is used to collect can be placed otherwise than in the general fund, and no part of same can be placed in contingent, relief or funeral fund.

October 16.

All members present.

The quarterly report of the General President was received and concurred in.

The quarterly report of the First General Vice-President was received and concurred in.

The quarterly report of the Second General Vice-President was received and concurred in.

A communication was received from the District Council of Chicago, Ill., containing information that the cabinet makers and machine men's strike, which had been in progress since July 1, 1913, had been won.

The G. E. B. interprets Section 234 of the General Constitution as follows: That all proposed amendments to be sent out for a referendum vote must be published in The Carpenter one month prior to being submitted.

The Board decides that the delegates to the Building Trades Department convention in Seattle, Wash., bring up the metal trim question by resolution before the convention.

In considering the questions to come before the A. F. of L. and B. T. D. conventions in Seattle, Wash., next month it was decided that the General President attend said conventions in the interests of the U. B.

A communication from New York City relative to the advisability of having an exhibit of metal trim at the Seattle convention of the Building Trades Department was received and the Board instructs the G. P. and G. S. to have such an exhibit at that convention.

Bills from Lawyer Beattie for expenses incurred in the various law cases in New York City were placed before the Board and ordered paid, amounting to $258.30.

Elmira, N. Y.—Appeal of Elijah Budd, member of L. U. 532, from the decision of the G. T. in disapproving claim for disability donation. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

Sharon, Pa.—Appeal of L. U. 268 from the decision of the G. T. in disapproving claim for funeral donation on the death of William Blair, late a member of L. U. 268. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

St. Louis, Mo.—Appeal of L. U. 257 from the decision of the G. T. in disapproving claim for disability donation in behalf of M. Rosenthal. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed, as according to Section 120 of the General Constitution each local union is responsible for the carelessness or negligence of its officers.

Cleveland, Ohio.—Appeal of L. U. No. 11 from the decision of the G. S. in disapproving claim for disability donation in behalf of John Prendergast. In view of the fact that L. U.

No. 11 did not appeal this case within the time specified in Section 99 of our General Constitution, the G. E. B. cannot consider same, the case being outlawed.

Pekin, Ill.—Appeal of L. U. 644 from the decision of the G. T. in disapproving the claim for funeral donation on the death of M. R. Ensor, late a member of L. U. 644. The decision of the G. T. is sustained on the grounds set forth therein and the appeal is dismissed.

Butte, Mont.—Appeal of L. U. 112 from the decision of the G. T. in disallowing claim for funeral donation in behalf of Jacob Young, late a member of L. U. 112. The case is referred back to the G. T. for reconsideration on the grounds that proof of death could not be furnished until June, 1913, when the body was found.

Ardmore, Okla.—The G. T. referred to the G. E. B. the claim for funeral donation on the death of the wife of Joseph Hamilton, member of L. U. 1028, and the matter was referred to the G. S. to demand of the local union a full explanation as to why such a claim was made on this office, when the brother member in question was not in good standing.

East Liverpool, Ohio.—Appeal of L. U. 328 from the decision of the G. T. in disapproving claim for funeral donation on the death of John A. McHenry, late a member of L. U. 328. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

Evansville, Ind.—Appeal of L. U. 90 from the decision of the G. T. in disallowing claim for funeral donation in behalf of William E. Barnett, late a member of L. U. 90. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

October 17.

All members present.

The G. P. submitted to the Board correspondence from the District Council of New Bedford, Mass., relative to a jurisdictional controversy with the lathers over the putting up of metal corner beads. The matter is referred to the delegates to the Seattle convention of the Building Trades Department, they to hold a conference with the officials of the lathers' organization.

Key West, Fla.—Appeal of L. U. 655 from the decision of the G. T. in disallowing claim for additional disability donation of $200.00 in behalf of Joseph H. Saunders, member of L. U. 655. The decision of the G. T. is sustained on the grounds set forth therein and the appeal dismissed.

Bethlehem, Pa.—Request from the Lehigh Valley and Slate Belt D. C. for an appropriation for organizing purposes. The Board donates $200.00, to be expended under the supervision of the G. P.

Springfield, Ill.—Report received from L. U. 16 relative to strike situation in that city. The Board appropriates $112.00 for strike relief.

Sherbrooke, Que., Can.—Request from L. U. 1684 for an appropriation for organizing purposes. The Board appropriates $100.00, to be expended under direction of the G. P.

Toronto, Can.—Request of L. U. 1820 for donation to cover litigation expenses. The Board appropriates $350.00.

Protest of Brother R. Fuelle, treasurer of L. U. 589 of Indianapolis, Ind., against the expense bills of Board Members Cole and Potts received. On investigation it was found there were no grounds for the protest.

The audit and examination of the books and accounts was taken up at this time.

October 18.

All members present.

The audit and examination of the books and accounts continued.

October 20.

All members present.

A bill for $621.00 for printing the evidence in the Bossert vs. Dhuy appeal, New York, submitted by Lawyer Beattie, was presented to the G. E. B. and ordered paid.

Toronto, Ont., Can.—Request for an appropriation to cover balance due outside men on strike during the past summer. The Board appropriates $468.00.

Worcester, Mass.—Protest from L. U. 408 against the removal of Brother J. A. Millette as organizer received. As all organizers and organizing work come under the supervision and control of the General President, the G. E. B. decides to refer protest to the G. P.

The G. S. submitted to the Board a communication from L. U. 1284 of Monticello, Ill., recommending a proposition to be presented to all local unions of the U. B. by U. M. Dustman, editor of the "Progressive Builder" of Freeport, Ill., published by the Contracting Builders' Publishing Company. The subscription price of said paper is $1.00 per year, and said company agrees to let 50 per cent of all subscription money obtained by all union subscribers and also all non-union subscribers obtained by union men stand with the secretaries of the different unions, same to be sent to headquarters and retained as a fund towards the erection of a home for sick, crippled and aged carpenters. The referendum vote taken in November, 1912, indicated that our membership did not want such a home, and therefore the G. S. is instructed to notify the local unions involved that they must cancel their agrement with "The Progressive Builder" of Freeport, Ill. This order to be complied with forthwith and "The Progressive Builder" to be notified to this effect.

The G. E. B. adjourned at this time to meet as the Board of Trustees of the U. B.

The meeting of the Board of Trustees having been completed, the examination and audit of the books and accounts is again taken up and continued.

October 21.

All members present.

Quincy, Ill.—Communication from L. U. 1366 relative to status of mill men's strike received as information and held in abeyance until subcommittee of the G. E. B. reports conditions to the General Office.

Cincinnati, Ohio.—Request from L. U. 1348 (box makers) for official sanction in support of a movement for an increase in wages and the signing of a new agrement with the employers, effective January 1, 1914. The movement having been properly endorsed by the D. C., the Board grants the official sanction desired, the question of financial aid to be considered as reports are made to the G. O.

The G. E. B. decides that on and after January 1, 1914, official sanction will not be granted by the Board to proposed trade movements except 51 per cent of the membership involved vote in favor of the demands.

The Board further decides that on and after January 1, 1914, men on strike will receive $6.00 per week, providing the present law as laid down in Section 74 of the General Constitution is not changed.

The audit and examination of the books and accounts continued.

October 22.

All members present.

Portsmouth, N. H.—The accounting submitted by L. U. 921 for money appropriated for strike relief was taken up, and the Board orders the strike roll for the week ending July 12, 1913, returned, as it does not appear to have been signed by the individual members receiving the strike pay. No extra allowance will be granted the officers of the Strike Committee, as that is a matter to be taken care of from the funds of the local union. Reports previously forwarded the G. O. show an expenditure of $476.00, leaving a balance unaccounted for of $116.00, which must be accounted for in detail.

The G. E. B. rules that disability donation shall be reckoned from date of initiation to date of accident causing disability.

The Board decides that the delegates to the Seattle convention of the A. F. of L. shall bring before that body the dispute in regard to the claims of the United Mine Workers of America over carpenters doing work around mines.

Springfield, Ill.—The request of L. U. 16 for an appropriation for organizing purposes, denied at a meeting of the Board on October 13, was reconsidered and the sum of $216.00 appropriated, this amount to be spent under the supervision of the G. P.

Secretary Galvin and Business Agent Bromley, of the Chicago D. C., appeared before the Board to thank the G. E. B. for the appropriation made for the relief of the mill men on strike. The strike was successful, the men having gained their full original demands.

The examination and audit of the books and accounts continued.

October 23.

All members present.

Lorain, Ohio.—Request from L. U. 705 for an appropriation for organizing purposes. The Board appropriates $100.00, same to be expended under the direction of the G. P.

The G. P. submitted to the Board a communication from Attorney Hersey, of Denver, Colo., re the case of the Amalgamated Society of Carpenters, etc., et al. vs. The Central Savings Bank and Trust Company, No. 3887, inclosing bill for balance of attorney's fees and expenses. Bill received and ordered paid.

The examination and audit of the books and accounts continued and completed, the report of the expert accountant compared with the books of the General Office and the books and accounts found to be correct.

There being no further business to come before the Board at this time, the minutes were read and approved and the Board adjourned to meet at the General Office Monday, January 12, 1914.

FRANK DUFFY, Secretary.

Convention Call—Building Trades Department, A. F. of L.

Mr. Frank Duffy, Indianapolis, Ind.:

You are herewith advised that the seventh annual convention of the Building Trades Department of the American Federation of Labor will convene in the Washington hotel, Seattle, Washington, at 10 a. m., Monday morning, November 24, 1913.

The Washington hotel has been selected as the official headquarters. Accommodation can be secured for the delegates at the following rate, European plan: Rooms with bath, $2.50 per day.

The basis of representation in the convention is: From National or International Unions of less than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates, and so on. Credentials are herewith enclosed, duplicates of which should be returned to this office at the earliest possible moment.

Your attention is drawn to the constitutional provision which requires delegates to be members in good standing in the unions they represent and per capita tax to be paid on the full membership to the date of September 1, 1913.

Matters of vital importance to the

building industry will be discussed at the forthcoming convention and an effort will be made to settle some of the vexed problems confronting our membership.

Anticipating a full delegation from your organization, and hoping that the approaching convention will reflect added prestige and influence to your International Union, as well as to the Building Trades Department, A. F. of L., I beg to remain Fraternally yours,

JAMES A. SHORT, President,
Building Trades Dept., A. F. of L.

Proposition to Withdraw from the Building Trades Department of the American Federation of Labor

Proposed by L. U. 1582, Cincinnati, O., and endorsed by the required number of unions in the required number of States:

Cincinnati, O., April 23, 1913.

At a special meeting of L. U. No. 1582, the following resolutions were adopted by an overwhelming vote:

"Whereas, The United Brotherhood of Carpenters and Joiners of America is affiliated with the Building Trades Department of the A. F. of L. for the supposed purpose of bettering the conditions in the building trades, and

"Whereas, The said Brotherhood is paying into the treasury of the Building Trades Department of the A. F. of L. about 60 per cent. of the entire per capita tax received by it and the U. B. is receiving no benefit, but rather finds it to its detriment; therefore, be it

"Resolved, That it is the belief of L. U. 1582 that the best interests of the U. B. will be served by withdrawing from the Building Trades Department of the A. F. of L.; and, be it further

"Resolved, That a copy of this resolution be submitted to the L. U.'s and the District Council of this district for their endorsement and that steps be taken to bring about the desired ends in accordance with the rules governing a call for a referendum vote of the U. B. as laid down in our general constitution. (See Sec. No. 153.)"

CHAS. A. ANDERSON,
Sec. L. U. No. 1582.

Amendment to Section 24 of the General Constitution

Proposed by L. U. 62, Chicago, Ill., and endorsed by the required number of unions in the required number of States:

Amendment—To strike out Lines 3, 4 and 5 of Section 74 of the general constitution, which reads as follows:

An additional 25 cents per member per quarter on all members in good standing for the months ending March 31, June 30, September 30 and December 31 of each year.

Rejection of Candidate

A. W. Larson, an applicant for admission to Millmen's Union, No. 42, of San Francisco, Cal., has been rejected three times.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Arcadia, Fla.
Akron, O.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Battle Creek, Mich.
Bay City, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Buffalo, N. Y.
Central City, Ky.
Chicago, Ill.
Clarksville, Tenn.
Cleveland, O.
Clinton, Ia.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
Escanaba, Mich.
Evansville, Ind.
Fort Meyers, Fla.
Fresno, Cal.
Galveston, Tex.
Greeley, Colo.
Holyoke, Mass.
Hot Springs, Ark.
Huntington, L. I., N. Y.
Hutchinson, Kas.
Kankakee, Ill.
Kenosha, Wis.
Klamath Falls, Ore.
Louisville, Ky.
Miami, Ariz.
Milwaukee, Wis.
Mowbridge, S. D
Mt. Vernon, N. Y.
New Bedford, Mass.
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Pittsfield, Mass.
Palm Beach, Fla.
Racine, Wis.
San Antonio, Tex.
San Diego, Cal.
Salt Lake City, Utah.
San Francisco, Cal.
St. Petersburg, Fla

Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
Smithtown, L. I.
South Omaha, Neb.
Springfield, Mass.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri-Cities—Davenport, Ia.; Rock Island and Moline, Ill.
Vancouver, B. C.
Waterbury, Conn.
Washington, D. C.
Watsonville, Cal.
Wichita Falls, Tex.
Wilmington, N. C.

Local Unions Chartered Last Month

Phoenix, N. Y.
Rockport, Mass.
Lexington, Tenn.
Riverside, N. J.
Newton, Kas.
Buffalo, N. Y. (Woodworkers).
Raymond, Wash. (Shipwrights, Joiners, Calkers and Boat Builders).
Paducah, Ky. (Shipwrights, Joiners, Calkers and Boat Builders).
Philadelphia, Pa. (Shipwrights).
Oshkosh, Wis.—(Bar and Office Fixtures).
Portland, Ore. (Calkers).
Portland, Ore. (Shipwrights and Joiners).
Total, 12 Local Unions.

Lynch N. Y. Labor Commissioner

James M. Lynch of Syracuse, N. Y., president of the International Typographical Union, has been appointed labor commissioner for the State of New York, the State Senate having unanimously confirmed Governor Glynn's nomination. Mr. Lynch is admirably qualified for his new duties and his appointment is in every sense a fitting one. For fourteen years he has served the Typographical Union as its president and has safely guided that organization through some of the most trying periods of its history. He has been succeeded as president of the typos by James M. Duncan. His appointment as labor commissioner came after the State Senate had twice rejected former Governor Sulzer's nomination of John Mitchell. After the second rejection Governor Sulzer nominated Lynch, but the nomination was not reported from the Senate owing to the pending impeachment proceedings. The position of labor commissioner pays $8,000 a year.

Building Operations

Building operations for September totaled $70,000,000 for 160 cities compared with $60,000,000 last year and $67,000,000 for September, 1911. These figures do not include New York City, in which September permits were only $11,000,000 as compared to more than $14,000,000 for the same month last year. For the year to date, building permits in 160 cities outside of New York have been $6,000,000 greater than last year and $15,000,000 greater than the year before.

The Colorado Coal Strike

The action of Governor Ammons in ordering out the State militia and the introduction of a resolution in Congress by Representative Edward Keating of Colorado, calling for a federal inquiry, were the most important developments in the Colorado coal strike situation during the past few weeks. The governor's order proclaimed a state of insurrection, demanded the disarming of both mine guards and strikers, ordered the closing of saloons in the district and the enforcement of the order against importation of strike breakers as well as prohibiting intrusion on the company's property. Representative Keating's resolution was the outcome of a personal investigation which he made in the strike zone. The inquiry, if the resolution passes, will take in the questions of the companies combining in restraint of trade, their control of State and county officials and their importation of guns and ammunition for their gunmen. The refusal of the operators to meet with Special Investigator Ethelbert Stewart of the Department of Labor, may have a large bearing on the threatened investigation. The conditions that maintain in southern Colorado are so un-American and inhuman it hardly seems probable that the inquiry can be forestalled. With all their able counsel and their political control, it will be hard for the coal barons to hide from an unprejudiced committee, the evidences of their open outlawry. The operators have seemingly declared warfare not only on the strikers, but on the laws of Colorado and nation as well.

REPORT OF COMMITTEE APPOINTED TO TABULATE VOTE ON SOLIDIFICATION OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA AND THE AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS

Indianapolis, Ind., Oct. 14, 1913.

Mr. James Kirby, General President, United Brotherhood of Carpenters and Joiners of America, Indianapolis, Ind.:

Dear Sir and Brother—Your committee appointed to tabulate the referendum vote on the solidification of the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Society of Carpenters beg leave to submit the following report:

Committee met on October 6 at 9 a. m. and organized as follows: Louis Schalk, L. U. 419, Chicago, chairman; A. J. Howlett, L. U. 33, Boston, and Chas. Fieseler, L. U. 476, New York City, as secretaries, and Fred Denis, L. U. 134, Montreal, Can., and H. Zimmermann, L. U. 167, Elizabeth, N. J., comprising the full committee:

Total number of votes cast.....		48,152
Legal vote cast:		
For	31,438	
Against	15,417—	46,855
Votes bearing no seal:		
For	218	
Against	451—	669
Votes not properly attested:		
For	....	
Against	101—	101
Votes received too late:		
For	114	
Against	407—	521
No quorum:		
For	6	
Against	....—	6—48,152

Moved and seconded that the votes of Local Unions 229, 954, 1002 and 1442 be thrown out on account of being received too late for tabulation. Motion carried, four in favor, one opposed, Howlett voting in the negative.

Moved and seconded that the votes of Local Unions 186, 857, 893 and 949 be thrown out on account of not being properly attested. Motion carried unanimously.

Vote of L. U. 1138 thrown out on account of only six members being present; no quorum.

Total Local Unions in the U. B.	1,927
Local Unions legally voting...	1,017
Local Unions not voting.....	877
Local Unions whose returns bore no seal	28
Local Unions having no quorum	1
Local Unions with returns not properly attested	4
Total	1,927

Respectfully submitted,

LOUIS SCHALK, Chairman,
A. J. HOWLETT, Secretary,
CHAS. FIESELER,
H. DENIS,
H. ZIMMERMANN,
Committee.

List of Local Unions not making returns—13, 27, 35, 39, 40, 52, 56, 60, 69, 81, 85, 89, 92, 102, 107, 113, 114, 120, 123, 124, 128, 137, 138, 145, 151, 152, 156, 166, 173, 180, 185, 194, 195, 204, 205, 207, 212, 216, 221, 224, 226, 227, 232, 238, 243, 245, 249, 253, 255, 259, 261, 264, 267, 269, 283, 285, 290, 293, 296, 307, 312, 313, 314, 315, 317, 319, 324, 338, 341, 353, 357, 366, 367, 368, 372, 373, 376, 383, 385, 392, 397, 399, 400, 401, 403, 405, 410, 411, 412, 414, 420, 421, 422, 423, 430, 435, 439, 442, 447, 449, 452, 454, 458, 460, 462, 467, 468, 472, 473, 475, 480, 487, 488, 494, 495, 502, 503, 505, 506, 507, 510, 516, 518, 524, 527, 529, 533, 536, 539, 541, 542, 545, 548, 549, 552, 554, 555, 558, 560, 566, 568, 569, 577, 580, 582, 584, 585, 587, 590, 596, 597, 602, 609, 613, 614, 615, 618, 623, 631, 636, 647, 652, 654, 655, 659, 661, 662, 663, 664, 665, 666, 671, 672, 673, 674, 677, 678, 681, 683, 684, 686, 689, 691, 694, 695, 697, 700, 702, 703, 704, 709,

717, 721, 722, 724, 726, 727, 732, 733, 735, 737, 741, 745, 747, 748, 749, 753, 758, 759, 768, 770, 771, 780, 788, 789, 793, 794, 795, 798, 800, 801, 803, 807, 809, 812, 814, 815, 816, 820, 822, 824, 827, 828, 830, 832, 834, 835, 837, 838, 841, 842, 843, 845, 846, 851, 854, 856, 863, 868, 869, 871, 872, 873, 874, 875, 877, 881, 882, 884, 886, 888, 894, 896, 898, 899, 900, 902, 904, 906, 907, 908, 909, 910, 911, 913, 915, 917, 918, 922, 924, 927, 928, 930, 934, 935, 936, 937, 945, 946, 948, 950, 951, 953, 955, 963, 969, 971, 972, 974, 980, 981, 982, 983, 984, 988, 990, 992, 994, 995, 996, 997, 999, 1004, 1006, 1007, 1013, 1019, 1021, 1025, 1026, 1028, 1029, 1032, 1037, 1038, 1039, 1042, 1046, 1047, 1049, 1051, 1054, 1056, 1057, 1060, 1061, 1063, 1064, 1065, 1066, 1068, 1070, 1074, 1075, 1077, 1079, 1080, 1081, 1084, 1085, 1086, 1087, 1088, 1089, 1090, 1092, 1094, 1095, 1097, 1098, 1100, 1109, 1114, 1115, 1117, 1118, 1121, 1124, 1129, 1131, 1133, 1134, 1135, 1136, 1141, 1142, 1147, 1148, 1150, 1152, 1153, 1154, 1159, 1160, 1161, 1164, 1165, 1170, 1173, 1174, 1175, 1176, 1177, 1178, 1180, 1181, 1182, 1183, 1184, 1185, 1187, 1190, 1191, 1193, 1194, 1195, 1196, 1199, 1200, 1201, 1203, 1204, 1205, 1208, 1213, 1214, 1215, 1216, 1217, 1219, 1220, 1221, 1222, 1225, 1227, 1229, 1230, 1231, 1232, 1234, 1235, 1237, 1238, 1240, 1241, 1243, 1246, 1247, 1249, 1250, 1253, 1254, 1255, 1256, 1257, 1258, 1260, 1262, 1265, 1268, 1269, 1270, 1272, 1273, 1274, 1275, 1276, 1279, 1280, 1281, 1285, 1286, 1288, 1291, 1292, 1294, 1295, 1296, 1298, 1299, 1300, 1301, 1302, 1303, 1304, 1305, 1306, 1309, 1310, 1311, 1316, 1318, 1321, 1322, 1323, 1324, 1326, 1327, 1328, 1331, 1332, 1333, 1334, 1336, 1337, 1339, 1341, 1342, 1344, 1346, 1347, 1349, 1350, 1351, 1353, 1354, 1355, 1356, 1357, 1358, 1360, 1361, 1362, 1365, 1368, 1371, 1372, 1375, 1376, 1384, 1385, 1387, 1389, 1394, 1395, 1396, 1398, 1399, 1402, 1405, 1406, 1407, 1408, 1409, 1411, 1412, 1414, 1416, 1418, 1419, 1422, 1424, 1427, 1429, 1430, 1431, 1432, 1434, 1435, 1436, 1438, 1441, 1444, 1446, 1452, 1453, 1454, 1455, 1456, 1457, 1461, 1462, 1464, 1466, 1467, 1469, 1470, 1471, 1474, 1475, 1477, 1478, 1479, 1480, 1481, 1482, 1483, 1485, 1488, 1489, 1490, 1491, 1492, 1493, 1494, 1497, 1500, 1501, 1502, 1503, 1504, 1505, 1508, 1509, 1510, 1512, 1514, 1516, 1517, 1518, 1520, 1521, 1522, 1525, 1526, 1527, 1528, 1529, 1533, 1534, 1537, 1539, 1540, 1542, 1544, 1549, 1550, 1554, 1556, 1559, 1560, 1563, 1565, 1567, 1571, 1572, 1574, 1576, 1577, 1579, 1581, 1584, 1589, 1590, 1591, 1592, 1594, 1595, 1597, 1599, 1600, 1601, 1603, 1604, 1606, 1607, 1608, 1609, 1610, 1612, 1614, 1615, 1616, 1617, 1618, 1619, 1620, 1625, 1626, 1627, 1629, 1630, 1631, 1633, 1634, 1636, 1637, 1638, 1639, 1642, 1643, 1644, 1645, 1648, 1649, 1651, 1654, 1656, 1657, 1658, 1662, 1664, 1669, 1671, 1672, 1673, 1676, 1677, 1678, 1679, 1680, 1681, 1682, 1683, 1685, 1686, 1687, 1688, 1689, 1690, 1691, 1692, 1694, 1697, 1698, 1700, 1701, 1703, 1704, 1705, 1707, 1708, 1709, 1710, 1711, 1712, 1713, 1714, 1716, 1718, 1719, 1721, 1723, 1724, 1726, 1727, 1728, 1729, 1731, 1732, 1733, 1734, 1737, 1739, 1740, 1741, 1742, 1745, 1749, 1752, 1756, 1757, 1758, 1759, 1761, 1762, 1764, 1765, 1768, 1769, 1770, 1771, 1772, 1773, 1774, 1777, 1778, 1781, 1786, 1788, 1789, 1791, 1792, 1796, 1798, 1800, 1802, 1803, 1805, 1806, 1807, 1808, 1810, 1811, 1814, 1815, 1816, 1818, 1819, 1821, 1822, 1825, 1826, 1827, 1828, 1830, 1831, 1832, 1833, 1834, 1835, 1836, 1837, 1838, 1839, 1840, 1843, 1844, 1845, 1846, 1849, 1851, 1853, 1854, 1857, 1858, 1859, 1860, 1861, 1862, 1863, 1865, 1866, 1869, 1871, 1872, 1873, 1875, 1876, 1877, 1878, 1879, 1881, 1883, 1885, 1886, 1887, 1888, 1890, 1891, 1892, 1895, 1897, 1899, 1900, 1901, 1903, 1904, 1906, 1908, 1909, 1910, 1911, 1912, 1915, 1916, 1917, 1919, 1920, 1923, 1924, 1926, 1927, 1928, 1929, 1930, 1932, 1933, 1934, 1936, 1937, 1938, 1939, 1941, 1942, 1943, 1945, 1946, 1947, 1949, 1950.

Votes of Local Unions returned without Local seal—36, 55, 98, 163, 252, 377, 379, 398, 523, 556, 565, 574, 628, 690, 693, 791, 1027, 1044, 1103, 1130, 1197, 1437, 1448, 1703, 1725, 1817, 1832, 1850.

Votes of Local Unions returned not properly attested—186, 857, 893, 949.

Votes of Local Unions returned too late to tabulate—229, 954, 1002, 1442.

No quorum when vote was taken—1138.

VOTE ON PLAN OF SOLIDIFICATION OF THE AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS, AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

L. U.	For.	Ag'st.	L. U.	For.	Ag'st.	L. U.	For.	Ag'st.
1	42	287	72	22	64	147	132	4
2	1	94	73	...	441	148	54	26
3	44	...	74	1	19	149	13	...
4	23	2	75	40	8	150	15	...
5	...	274	76	27	4	153	1	52
6	9	4	77	4	36	154	12	...
7	47	...	78	32	62	155	3	77
8	290	...	79	36	...	157	12	1
9	54	9	80	294	1	158	235	5
10	340	2	82	38	3	159	11	...
11	350	3	83	75	...	160	131	1
12	100	22	84	87	...	161	12	20
14	42	2	87	84	...	162	58	...
15	3	29	88	47	4	164	...	39
16	101	6	90	14	37	165	...	55
17	20	3	91	12	54	167	197	...
18	35	...	93	27	3	168	30	...
19	148	2	94	...	50	169	...	92
20	66	...	95	72	...	170	10	...
21	1	44	96	...	64	171	44	12
22	195	...	97	12	8	172	6	42
23	26	4	99	85	...	174	8	24
24	48	...	100	17	5	175	47	...
25	117	...	101	...	42	176	1	25
26	80	2	103	28	69	177	14	59
28	...	20	104	35	3	178	23	2
29	4	52	105	60	6	179	1	72
30	23	3	106	69	7	181	16	338
31	16	1	108	20	...	182	81	...
32	21	135	109	142	7	183	36	4
33	6	80	110	9	...	184	69	20
34	90	...	111	25	...	187	...	60
37	...	16	112	3	31	188	86	1
38	27	3	115	51	11	189	16	26
41	132	1	116	140	1	190	...	11
42	44	39	117	507	...	191	18	11
43	29	4	118	30	...	192	25	3
44	...	54	119	...	75	193	...	17
45	...	271	121	7	1	196	60	3
46	1	17	122	130	8	197	23	2
47	...	278	125	86	...	198	10	31
49	26	...	126	196	...	199	119	1
50	24	12	127	57	...	200	46	17
51	71	...	129	...	20	201	48	...
53	48	...	130	...	17	202	43	5
54	235	...	131	43	...	203	1	41
57	11	1	132	73	60	206	30	1
58	97	31	133	1	52	208	9	...
61	38	...	134	430	3	209	36	14
62	12	238	135	61	...	210	...	98
63	22	2	136	...	12	211	...	106
64	...	99	139	113	...	213	72	4
65	136	...	140	1	8	214	247	...
66	220	...	141	2	108	215	...	16
67	...	102	142	4	104	217	3	22
68	...	10	143	25	4	218	1	43
70	2	35	144	57	...	219	95	...
71	1	20	146	75	...	220	19	1

L. U.	For.	Ag'st.
222	...	25
223	27	...
225	38	2
228	11	...
230	...	12
231	...	264
233	13	...
234	16	...
235	2	6
236	...	24
237	...	32
239	24	...
240	97	1
241	3	69
242	46	15
244	...	10
246	...	14
247	262	3
250	28	...
251	22	...
254	...	12
256	2	27
257	...	367
258	...	75
260	48	...
262	38	...
263	11	1
265	...	28
266	48	7
268	11	1
270	19	...
271	53	1
272	38	4
273	56	16
274	1	28
275	27	1
276	4	6
277	62	...
278	42	...
279	14	...
280	8	3
281	45	...
282	17	18
284	55	6
286	2	34
287	1	15
288	...	35
289	37	...
291	149	2
292	18	2
294	9	...
295	14	8
297	10	...
299	59	...
300	47	...
301	38	2
302	31	2
303	38	...
304	48	...
305	9	...
306	11	25
308	61	7
309	1113	...
310	1	18
311	...	17
316	43	...
318	77	4
320	25	...
321	13	2
322	5	86
323	25	...
325	100	7
326	20	7
327	...	133
328	...	22
329	...	35
330	...	15
331	2	78
332	30	...
333	...	24
334	265	2
335	134	...
336	...	39
337	16	1
339	12	72
340	82	10
342	2	31
343	80	1
344	...	10
345	16	16
346	18	...
347	...	24
348	...	27
349	97	9
350	11	27
351	...	43
352	6	30
354	9	...
355	98	...
356	...	27
358	10	...
359	44	...
360	47	7
361	31	2
362	...	130
363	31	...
364	14	1
365	...	42
369	151	...
370	12	...
371	1	16
374	52	...
375	225	10
378	...	33
380	...	46
381	31	21
382	16	...
384	6	25
386	...	32
387	218	...
388	16	71
389	16	...
390	38	...
391	133	8
394	24	...
395	14	...
396	...	18
402	...	34
404	...	9
406	35	...
407	39	...
408	...	39
409	...	20
413	11	3
416	...	220
417	...	9
418	7	...
419	3	165
424	28	2
425	48	...
426	29	...
427	63	...
428	8	2
429	47	...
431	24	4
432	1	37
433	...	17
434	74	11
436	...	8
437	6	55
438	...	38
440	64	...
441	44	...
443	31	1
444	49	...
445	...	16
446	23	...
448	...	50
450	2	30
451	66	4
453	29	4
455	1	18
456	13	7
457	200	...
459	11	4
461	47	...
463	31	...
464	97	63
465	1	38
466	8	1
469	25	5
470	10	7
471	141	6
474	...	22
476	273	...
477	38	1
478	52	164
479	...	16
481	7	7
482	44	7
483	38	45
484	19	...
485	...	8
486	46	...
489	25	...
490	102	2
491	11	...
492	69	...
493	127	4
496	3	83
497	...	150
498	16	...
499	8	...
500	...	40
501	34	...

L. U.	For.	Ag'st.
504	203	9
508	...	18
509	48	...
511	13	...
512	13	...
513	106	...
514	38	...
515	44	...
517	16	4
519	23	21
520	7	24
521	89	14
522	...	65
525	...	21
526	3	86
530	...	15
531	170	...
532	29	...
534	20	...
535	...	10
537	33	2
538	6	2
540	4	25
543	11	...
544	10	...
546	21	7
547	...	12
550	65	...
551	36	10
553	9	2
557	...	18
559	29	8
561	...	19
562	45	...
563	18	...
564	41	1
567	25	...
570	15	...
571	...	12
572	23	...
573	19	1
575	52	2
576	...	32
578	...	175
579	28	1
581	28	11
583	57	...
586	68	...
588	6	2
589	7	10
591	1	35
592	1	50
593	58	...
594	63	4
595	10	21
598	17	...
599	89	26
600	11	...
601	43	...
603	10	11
604	...	29
605	14	2
606	23	...
607	26	9
608	25	...
610	41	1
611	29	...
612	4	27
616	33	...
617	64	2
619	10	2
620	18	...
621	15	7
622	25	3
624	57	...
625	...	22
626	23	4
627	54	...
629	15	10
630	11	...
632	12	34
633	...	29
635	25	...
637	76	12
638	19	...
639	222	3
640	32	3
641	8	5
642	14	2
643	74	...
644	2	29
645	10	...
646	12	29
648	...	28
649	6	1
650	9	10
651	32	...
653	...	17
656	62	1
657	...	90
658	9	...
660	16	7
667	...	44
668	16	7
669	9	6
670	10	...
675	8	1
676	...	40
679	...	29
680	1	22
682	3	9
685	36	...
687	13	11
688	...	15
692	...	45
696	31	2
698	11	3
699	2	7
701	103	...
705	16	...
706	...	8
707	47	8
708	3	26
710	55	2
711	...	14
712	66	12
713	70	...
714	12	...
715	83	23
716	45	3
718	24	...
719	52	...
720	...	25
723	...	86
725	27	...
728	...	17
729	...	12
730	75	...
731	33	2
734	4	32
736	50	...
738	...	100
739	...	22
740	35	...
742	16	9
743	4	34
744	7	4
746	27	...
750	18	...
751	24	2
752	...	24
754	17	2
755	69	...
756	15	...
757	10	...
760	19	2
761	10	...
762	27	...
763	...	12
764	3	35
765	...	20
766	11	...
767	9	...
769	16	7
772	4	43
773	...	8
774	149	21
775	1	24
776	14	4
777	23	1
778	4	9
779	...	25
781	8	18
782	23	3
783	14	3
784	6	2
785	4	13
786	16	...
787	20	2
790	26	...
792	114	...
796	11	...
797	9	2
799	9	2
800	6	28
802	...	25
804	16	...
805	14	...
806	18	2
808	101	...
810	70	...
811	10	7
813	10	6
817	7	...
819	34	...

L. U.	For.	Ag'st.
821	2	13
823	...	12
825	42	...
826	...	17
829	...	13
831	17	1
833	...	17
836	...	26
839	9	...
840	19	...
844	19	...
847	...	27
848	10	1
849	27	...
850	1	9
852	...	18
853	28	...
855	11	...
858	15	...
859	1	37
860	27	...
861	20	...
862	25	9
864	35	...
865	...	17
866	36	...
867	...	21
870	8	...
876	5	5
878	37	3
879	16	3
883	...	13
885	26	2
887	20	2
889	1	12
890	...	17
891	...	24
892	...	17
895	24	...
897	58	2
901	83	5
903	24	21
905	23	...
912	1	12
914	...	24
916	60	11
919	37	...
920	40	...
921	25	...
923	19	2
925	...	9
926	19	...
929	2	15
931	31	...
932	12	...
933	20	...
938	18	3
939	8	...
940	16	...
941	28	...
942	...	8
943	15	16
944	12	10
947	58	...
952	25	2
956	8	4
957	21	3
958	33	...
959	4	13
960	10	1
961	70	...
962	6	5
964	...	10
965	25	3
966	8	...
967	25	...
968	...	7
973	11	10
975	18	2
976	10	...
977	30	...
978	1	30
985	3	16
986	21	...
987	...	18
989	7	3
991	24	1
993	5	63
998	2	5
1000	...	19
1001	11	...
1003	...	14
1005	1	7
1008	485	5
1009	...	11
1010	...	56
1011	...	26
1012	30	...
1014	22	...
1015	30	3
1016	1	60
1017	17	...
1018	...	11
1022	22	11
1023	27	...
1024	...	17
1030	11	...
1033	...	19
1034	...	14
1035	1	14
1036	21	...
1040	14	...
1041	8	...
1043	8	...
1045	15	...
1048	...	8
1050	35	...
1053	129	...
1055	...	19
1058	10	3
1059	...	15
1062	24	1
1067	...	14
1069	4	14
1071	8	18
1072	18	...
1073	122	6
1076	2	19
1078	13	...
1082	27	7
1083	...	15
1091	22	...
1093	17	12
1096	...	44
1099	...	9
1101	4	3
1102	15	...
1104	12	...
1105	16	4
1106	20	...
1107	43	...
1108	116	...
1110	...	72
1111	2	18
1112	3	11
1113	13	...
1116	9	...
1119	...	18
1120	27	...
1122	21	...
1123	...	9
1125	57	...
1126	7	2
1127	52	...
1128	25	...
1132	2	16
1137	2	16
1139	34	...
1140	14	8
1143	...	29
1144	4	9
1145	10	1
1146	42	3
1149	10	...
1151	23	1
1155	6	3
1156	15	4
1157	28	...
1158	25	1
1162	5	4
1163	2	8
1166	12	...
1167	23	...
1168	...	20
1171	21	2
1172	63	...
1179	11	4
1186	20	...
1188	...	17
1189	1	8
1192	...	13
1198	2	8
1202	4	7
1206	...	13
1207	21	7
1209	...	31
1210	11	14
1211	32	...
1212	...	21
1218	17	2
1224	...	14
1226	15	...
1228	9	...
1233	155	...
1236	32	3

L. U.	For.	Ag'st.
1239	...	15
1242	17	1
1244	60	...
1245	...	15
1248	10	5
1251	...	51
1252	...	40
1259	...	11
1261	19	...
1263	14	...
1264	26	2
1266	21	...
1267	...	11
1271	8	5
1277	1	12
1278	18	...
1282	11	...
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1297	26	2
1307	69	5
1308	13	1
1312	9	1
1313	...	13
1314	...	41
1315	9	...
1317	...	44
1319	41	1
1320	44	...
1325	45	1
1329	...	104
1330	30	...
1335	6	13
1338	40	4
1340	...	7
1343	12	...
1345	15	...
1348	36	1
1352	232	...
1359	10	6
1363	...	16
1364	...	14
1366	55	...
1367	494	...
1369	176	...
1370	14	...
1373	14	...
1374	1	12
1377	19	10
1378	1	8
1379	2	22
1380	10	9
1381	17	...
1382	...	9
1383	13	1
1386	13	3
1388	18	...
1390	37	...
1391	21	...
1392	...	33
1393	1	32
1397	8	2
1400	27	...
1401	29	1
1403	24	3
1404	15	...
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1417	1	16
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1495	1	46
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1531	9	1
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1551	8	...
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1596	201	...
1598	2	15
1602	...	26
1605	12	1
1611	11	...
1613	13	34
1621	12	...
1622	30	...
1623	13	...
1624	15	2
1628	...	10
1632	...	14
1635	35	...
1640	29	...
1641	20	...
1646	9	1
1650	53	...
1652	31	2
1653	1	50
1659	20	6
1660	13	...
1661	135	...
1663	9	1
1665	36	3
1666	...	19
1667	9	11
1668	12	4
1670	...	26
1674	20	...
1675	...	12
1684	100	...
1693	46	9
1695	...	120
1696	26	4
1699	61	2
1702	16	...
1706	...	10
1715	18	6
1717	...	239
1720	...	16
1722	1	11
1730	9	8
1735	11	1
1736	30	...
1738	14	...
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1804	16	...
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1820	42	1
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1921	3	32
1922	43	13
1925	28	...
1931	8	1
1935	6	1
1940	36	...
1948	22	...
1951	11	...

The World's Great Minds and a Living Wage

(Continued from Page 12.)

man accepts harder conditions because an employer or contractor will give him no better, he is the victim of fraud and injustice."

—Men Before Dividends—

I say to you that these are some of the opinions of the brighest minds upon this great subject. And it surely is a great subject and it is one of vital importance at this time. We are not simply to be guided in considering this question by the theory that dividends and interest must be paid upon watered stock before men live. God pity the day, if that day should ever come in America, that such a declaration as that can be made to stand, that workingmen's wages could not be regulated and adjusted until the interest and dividends on the millions of watered stock, that the papers of the last few days have been showing us exist in America, have been paid. It has been asserted by the representatives of the company that certain stakes have been driven to protect the financial interests to protect their investments, protecting dividends and protecting the interests of the city, but they have shown you no stake driven to protect the workman.

Gentlemen, the hour has come when a stake must be driven to protect labor—a stake beyond which capital, inspired by greed and avarice, cannot or dare not go. That stake is, in my opinion, that out of every industry and the products thereof, there must first be given a living wage to the men and women of labor, and I do not mean by a living wage that bare amount on which he may exist and propagate his species, but I mean the American standard of living as outlined by the Christian churches, by Mitchell, Ryan, and Pope Leo XIII—a wage which will give him that standard of living which will provide for all the comforts that life should give; that will enable him to dress, feed, and school his children; that will make them the noble American citizens of tomorrow, and let me say through you to the captains of industry, this condition must come, and come quickly, for the workers of the entire civilized world are becoming awakened to a realization of their human and God-given rights, which existed long before constitutions and franchises were established as stakes to protect corporations and vested interests.

Correspondence

L. U. 1940 and Prison Made Goods

Editor The Carpenter:

As you know, for the past ten years Local 1940 of Reed and Wood Workers (Toledo, O.) has been crippled by penitentiary competition in its line of work. Two years ago we discovered that the Ohio State law provides that all merchants selling prison-made commodities must have same plainly marked as such. At that time the labor commissioners of the State of Ohio were notified of these violations and the matter was brought to the attention of Attorney General Hogan.

The cases were brought into court before Judge Manton. The latter declared at that time that "inasmuch as it was a crime against the State, and his court being a local court, it was out of his jurisdiction."

The attorney general then brought the matter before Judge Brough, of a higher court, but for some reason or other neglected to push the case.

Since then Local 1940, with the aid of the Central Labor Union, has again taken the matter up with Attorney General Hogan, and the attached clipping which we are sending you will make the situation clear.

We desire that this letter and inclosure be published in The Carpenter. Our reason for this is that the more publicity this is given the quicker we will get beneficial results.

We wish also to request that you notify the local unions in the cities of the State of Ohio to do what they can to get merchants in their cities to handle only union-made reed furniture.

Hoping you will see the necessity of complying with our request, we remain,

Fraternally yours,

WILLIAM CROLL,

Rec. Sec. L. U. 1940, Toledo, O.

—Publicity Committee on Prison-Made Goods—Report on Attorney General Hogan's Ruling—

The publicity committee has made a careful study of the question of prison-made goods and the laws pertaining to it. Realizing the necessity of acquainting the rank and file with the same, we are publishing the following:

—Ruling by Attorney General Hogan.—

"August 2, 1913.

"Hon. Timothy S. Hogan, Attorney General:

"Dear General—Pursuant to your request I have investigated the question submitted by Hon. Cornell Schreiber, city solicitor of Toledo, concerning the effect of the amendment to the constitution pertaining to the sale in this State of prison-made goods.

"Said amendment was incorporated as Section 41 of Article II of the constitution and provides as follows:

" 'Laws shall be passed providing for the occupation and employment of prisoners sentenced to the several penal institutions and reformatories in the State; and no person in any such penal institution or reformatory while under sentence thereto, shall be required or allowed to work at any trade, industry or occupation, wherein or whereby his work, or the product or profit of his work, shall be sold, farmed out, contracted or given away; and goods made by persons under sentence to any penal institution or reformatory without the State of Ohio, excepting those disposed of to the State or any political subdivision thereof, or to any public institutions owned, managed or controlled by the State or any political subdivision thereof, shall not be sold within this State unless the same are conspicuously marked "prison-made." Nothing herein contained shall be construed to prevent

the passage of laws providing that convicts may work for, and that the products of their labor may be disposed of to, the State or any political subdivision thereof, or for or to any public institution owned or managed and controlled by the State or any political subdivision thereof.'

"While the whole section deals with the subject of convict labor, the only part thereof that is pertinent to Mr. Schreiber's inquiry is the portion that has been underscored.

"The legislature, at its last session, passed no act providing for the carrying out of the provisions of Section 41, but Sections 6213-6218, General Code, prohibit the sale in this State of convict made goods unless such goods are branded in a certain manner.

"Section 6218 provides that when the commission of labor statistics has reason to believe that this statute is being violated, he shall advise the attorney-general thereof and give him such facts as he might have in support of such belief, whereupon the attorney-general is required to 'forthwith institute the proper legal proceedings to compel compliance therewith.'

"Section 13170 provides a penalty of a fine of not less than fifty dollars or more than one thousand dollars, or imprisonment of not less than ten days or more than twelve months, or both, for the violation of the provisions of said act.

"The effect of the constitutional amendment is, in my opinion, to strengthen the statute law on this subject and remove any doubts as to its constitutionality. It seems to me that provisions of Sections 6213-18, etc., are capable of enforcement.

"I have been unable to find a record of the cases mentioned by Mr. Schreiber as having been instituted by this department under the statutes, but evidently there were some cases of this nature instituted because the office files show that on June 7 and June 14, 1911, Mr. Solon T. Klotz, attorney-at-law, Toledo, Ohio, had some correspondence concerning the cases that were brought there, which correspondence is hereto attached.

"Respectfully submitted,

"P. J. MONAHAN,

"Second Assistant Attorney-General.

"To my mind the only question presented is whether, where statutes already in force meet the requiremnts of a constitutional amendment, there is any call for further legislative action. I can see no call for the same and concur with Mr. Monahan, but would prefer a statement that the adoption of the amendment in this case removed all doubt as to the validity of Sections 6213-18, etc., and as to their constitutionality, if any ever existed. "J. M. McGILLIVRAY,

"Sp. C."

—Letter of Cornell Schreiber, City Solicitor to Thomas J. Duffy, Industrial Commissioner—

"September 13, 1913.

"Mr. Thomas J. Duffy, State Industrial Commission, Columbus, Ohio:

"Dear Sir—The labor unions of Toledo have requested me to write you with reference to the selling by some of the merchants of this city of prison-made goods, made outside of the city and shipped to them. Under a ruling from Attorney-General Hogan such sales are now prohibited in this State, and complaints should be made to you. It is my understanding that if you will write to the local firms who are violating this law, that it would remedy the evil.

"The local firms who are engaged in selling prison-made goods are, I understand, as follows: The Lasalle & Koch Co., W. L. Milner & Co., Finkbeiner Furniture Co., Johnson Bros., the Nugent Furniture Co. and the Redd Furniture Co.

"The unions have suggested to me, and it would probably be a good suggestion, to order the factory inspectors throughout the State to call upon the merchants in the different cities and explain to them the law prohibiting the sale of prison-made goods, and that in this way such sale could be stopped throughout the State.

"Kindly let me hear from you as speedily as possible, and oblige,

"Yours very truly,

"CORNELL SCHREIBER,

"City Solicitor."

—Reply of Thomas J. Duffy, Industrial Commissioner, to City Solicitor Schreiber—

"The Industrial Commission of Ohio, Columbus.

September 17, 1913.

"Mr. Cornell Schreiber, City Solicitor, Toledo, Ohio:

"Dear Sir—I have yours of September 13, in reference to the sale of convict-made goods by some of the merchants of Toledo.

"I have this day written the attorney-general requesting a copy of the opinion mentioned in your letter and which you say prohibits the sale of prison-made goods in this State, whether made in the State or outside of the State by such labor.

"Just as soon as I get a copy of the attorney-general's opinion we will take such action in the matter as may be necessary and advisable to bring about the observance of the law.

"Very truly yours,

"T. J. DUFFY."

The committee has acquainted Thomas Tracy of the A. F. of L. label department with the above facts and have asked his co-operation in taking up this matter with the various international organizations affected.

A resolution to the A. F. of L. has also been drawn up, which will be submitted to the C. L. U. for approval.

F. V. GIGANDET, Chairman.

E. J. RIEGER.

HENRY R. WOLLERMAN, Secretary.

Inactive Union Members

Editor The Carpenter:

I arrived at the hall last Thursday evening rather early, and as I had The Carpenter with me to give out to the members, I put the time in waiting for the local to open, by reading the articles in The Carpenter, which are always interesting. Before long members commenced to come in and the financial secretary, having arrived, some of them gathered around his desk to pay their dues.

My reading was interrupted soon by an argument among the members regarding union men. One member was censuring another for being so inactive on the job in regard to getting men in his gang to join the local. Of course, he took exception to the charge and others butted in, and the man who had made the charge and who is a very aggressive union man on the job and off, turned to a foreman who was among them and told him that he did not "have a union man in his gang."

Strange to say, the said foreman is a man who will not allow a man to work under him unless he is a union man or agrees to join, and it is about the first question he puts to a stranger who applies for work, whether he has work for him or not. So the charge, or assertion, created quite a stir among those present. I was an interested listener and the man repeated the statement and explained, and on the basis of his explanation the foreman agreed that none of his men were union men.

The fact of the matter is, while, as stated, the said foreman will not work non-union men and while his whole gang at all times are members of the local, yet as a rule they never attend the local, and again they never question a new man regarding his unionism, nor will they speak a word to a fellow-workman about joining the local. They are wholly disinterested; they are getting theirs, and that is all they care about.

The argument set me thinking and it is a fact that the great majority of men do not assist the minority to gather in all members of the craft. If they would only stop to think what it would mean to have all banded together! But no doubt they are not capable of thinking. They know they are working eight hours, getting 45 cents an hour, and belong to a union.

If they were capable of thought they would only have to ask themselves the question, "Whom am I indebted to for these hours and scale?" The situation reminds me of the preacher who delivered a helpful sermon to his church members, at the conclusion of which he asked: "How many here are church members?" and 90 per cent. of the audience arose. When they were seated he asked again: "How many of you are Christians?" The question was a surprise and they arose very slowly, but only about 50 per cent. of them. So it goes—members of a union versus union men.

Fraternally yours,
T. H. M. TOWNSEND,
Secretary L. U. 1743.
Wildwood, N. J.

Threat of Strike Prohibition

Editor The Carpenter:

The utter disregard that capital has for civil liberty and its constitutional safeguards is plainly shown by the threat of Governor Foss of Massachusetts to procure the enactment by that State of a law prohibiting any strikes of railroad operatives employed within the limits of that State. Such a law would be a direct and palpable violation of the thirteenth amendment to the constitution of the United States.

It would establish slavery in essence. When the constitution of the United States came before the people for adoption or rejection Thomas Jefferson opposed its adoption by the State of Virginia because he said there was no provision in it for the sacred, fundamental rights of free speech, free press, trial by jury, and other personal rights. Those advocating the adoption of the constitution replied that these rights were all implied in the constitution as proposed. Jefferson replied that these rights were too dear and sacred to be left to mere implication, and that they should be expressly stated in the constitution. On the promise by the advocates of the adoption of the constitution that these personal rights would be expressed directly in amendments to be thereafter added to the constitution, Jefferson threw his mighty influence for its adoption and it was carried. Accordingly, shortly after its adoption these rights were added to the constitution in the first ten amendments, which are properly called "The Bill of Rights."

In spite of the explicit statement of these sacred personal liberties the United States courts have nullified the first, fifth and thirteenth amendments by the abuse of the writ of injunction, and so established government by injunction. Jefferson was right. If the courts nullify the express statement of these personal rights, what would they do if these rights depended upon mere implication?

Now come Governor Foss and the New England capitalists threatening to nullify these amendments by direct legislation against them. There never has been a time in the history of the United States when the workingmen of this country should stand more sincerely and bravely together than now and endeavor to their utmost ability to defeat this nefarious scheme broached by Governor Foss and his tyrannical and avaricious supporters.

CORNELIUS H. FAUNTLEROY.
St. Louis, Mo.

Happenings in the World of Labor

Advices from Michigan indicate that the strike of the copper miners is far from over. The operators are stubborn and refuse to arbitrate and the miners refuse to return to work until the differences are adjusted. The injunction formerly issued against the copper miners and later dissolved by Judge O'Brien, has been restored in effect by the State Supreme Court. The Supreme Court, however, modifies the former injunction, the modification permitting peaceful parades and gatherings. That the courts can do no wrong seems to be a mooted question in the State of Michigan, for the history of this injunction shows that one court first issued the injunction, then dissolved it, and then a higher court reinstates the injunction with modifications, thus show-

ing that the opinions of courts in some instances, at least vary, as to their power in issuing injunctions. The appeal of the executive council of the A. F. of L., asking all local unions that an appropriation of not less than five cents per member be made to assist the striking miners, is being well responded to.

The San Francisco Labor Council has established a legal department and is informing all unions affiliated that any union desiring information or advice on legal matters, including questions of trade union law and discipline, may consult the department and secure assistance free of cost.

The chairman of the Government Commission on Industrial Relations, Frank P. Walsh, of Kansas City, was in Washington, D. C., recently for the purpose of conferring with other members of the commission, and called upon the President for the purpose of discussing plans for organizing the commission. The commission is awaiting the passage of the urgent deficiency appropriation bill, which carries $100,000 for its support. Mr. Walsh stated that in all probability the headquarters of the commission would be located in that city. Nothing further will be done until the appropriation is made, as there are no funds with which to carry the work of the commission forward.

There was a steady increase in the scale of wages paid to labor in this country in the last six years and this was accomplished in the face of a steady reduction in the working hours of labor. Statistics published by the Department of Labor indicate that labor now is receiving more remuneration for fewer hours of toil than ever before. The figures are based on comparisons of union wage scale agreements, trade union reports and working compacts in central cities throughout the United States from 1907 to 1912. The bakers appear to have carried off the cake in the distribution of good things, for their wages were increased 22 per cent. in the six years, while their working day was shortened nearly one-fifth. Stonecutters and newspaper compositors are the lowest in the scale in the matter of reduced hours. The stonecutters also received the lowest rate of increase, a fate not shared, however, by the compositors.

The next meeting of the International Secretariat will be held in San Francisco in 1915. The International Secretariat is the World Federation of Labor, in which the federated labor movements of the countries of the world are affiliated.

The Trades and Labor Congress of Canada, which met in convention at Montreal recently, showed that a prodigious growth in membership and effectiveness has been the history of the Congress. In the year 1901 the membership totaled 2,381 with receipts of approximately $1,000. From that time until the convention of 1913 the record shows an almost continuous increase in membership, finances, and efficiency. From the small beginning here noted the membership has risen to 80,801, with receipts for the last year amounting to $19,871.49, and expenditures of $10,475.44. The largest balance ever in the treasury of the Trades and Labor Congress was reported, being $9,396.05. These figures testify to the activity, ability and persistence of not only the officers of the Congress, but to the local unions attached to the international movement located in Canada. The slogan of the Congress now is for the 100,000 mark and indications are that with the same persistence and activity displayed in the past this goal will be reached during the coming year.

The building trades unions of St. Paul, Minn., are launching an agitation campaign for the forty-four-hour week for all building trades workmen. As a preliminary step in this direction, a committee composed of delegates from the

various unions are to confer and also visit the various unions for the purpose of crystallizing a sentiment in favor of the shorter work week. Should the campaign develop sufficient strength, an effort will be put forth in the coming spring to secure the shorter hours.

The recent convention of the International Brotherhood of Electrical Workers in Boston directed that a committee be appointed for the purpose of taking under consideration the establishment of a home for sick, incapacitated and aged members. The idea presented to the convention, which crystallized in the appointing of the committee, contemplates the building of an institution along similar lines of the Printers' Home, maintained by the International Typographical Union at Colorado Springs, Colo. Another important action taken was provision for the organization of telephone operators and women who are employed in the large electrical plants in the country. Heretofore these unions have been designated as sub-locals.

Representative Frank Buchanan of Illinois, one of the labor group in Congress, has renewed his efforts of last session to have Congress provide protection for workmen employed in building construction in the District of Columbia. In a bill presented by him it is provided that contractors shall use material for scaffolding which has been carefully selected and of undoubted strength. The measure, if adopted, will increase the powers of the building inspector of the district and would make any offense punishable by both fine and imprisonment.

The recent convention of the Massachusetts State Federation of Labor endorsed the work of the Massachusetts Homestead Commission. This commission is endeavoring to solve the problem of providing healthful homes at a reasonable cost for workers. The resolution passed endorsing this work points out that the cost of rent and food is constantly rising, and that there are thousands of acres of unused land in every city that is adaptable to the building of comfortable homes.

Secretary of Labor Wilson has sent Ethelbert Stewart, special agent of the department, to Indianapolis to offer his services in settling the street railway troubles. The managers of the traction system are still continuing their tactics of maintaining an army of thugs and gunmen to intimidate their employes and prevent them from joining the union and for the purpose of trying to scare the organizers now in the field. The men have gone out at the time of going to press and the company has refused arbitration.

A Plea for the Dog

Man, no doubt, first found or bred the dog to his service and companionship for purely utilitarian reasons; but we of today, by immemorial tradition and a sentiment that has become almost as inherent in us as the sentiment towards children, give him a place in our lives utterly different from that which we accord to any other animal; a place that he has won for himself throughout the ages, and that he ever increasingly deserves. He is by far the nearest thing to man on the face of the earth, the one link that we have spiritually with the animal creation. The one dumb creature into whose eyes we can look and tell pretty well for certain what emotion, even what thought, is at work within; the one dumb creature which—not as a rare exception, but almost universally—knows the sentiments of love and trust. This special nature of the dog is our own handiwork; a thing instilled into him through thousands of years of intimacy, care and mutual service; deliberately and ever more carefully fostered; extraordinarily precious even to those of us who profess to be without sentiment. It is one of the prime factors of our daily lives in all classes of society —this mute partnership with dogs—and —we are still vivisecting them!—John Galsworthy.

News Notes from Local Unions

Bay City, Mich.—Owing to a prevailing dullness in the trade here, traveling brothers are requested to avoid this locality.—L. U. 116.

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Wilmington, N. C.—Traveling brothers are advised to stay away from Wilmington for the present as the busy season is over. There are more men than can be kept employed here now.—L. U. 477.

❖ ❖ ❖

Waterbury, Conn.—Traveling brothers are hereby advised to pay no attention to advertisements requiring carpenters here. Work is scarce and those advertising are trying to defeat us in our efforts to bring about better conditions.—L. U. 260.

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Arcadia, Fla.—Pending the thorough settlement of a movement to establish the eight-hour day here, carpenters are asked to stay away from Arcadia. On October 1 the demand for a reduction in hours went into effect, four of the six contractors here granting our request. Two are still holding out. L. U. 1581.

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Holyoke, Mass.—Brothers will please avoid Holyoke until further notice. Conditions in the trade are dull here and at least eighty members of our organization are unemployed at the present time. Notwithstanding this quite a number of carpenters are coming here from different parts of the country looking for work.—Holyoke D. C.

❖ ❖ ❖

Galveston, Tex.—Brother carpenters will find it to their advantage to keep away from Galveston. Plenty of men are at present on hand to complete work under construction and all work that may possibly be started in the near future. While things have been rather quiet men have been coming here at a rapid rate recently.—T. P. Lucas, R. S., L. U. 536.

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Miami, Ariz.—Traveling brothers are cautioned to beware of advertisements for carpenters here as conditions are not what they are supposed to be. The firm that is advertising is going to do some new work but have not commenced yet. They give the men who come here now a few days' work and then lay them off, and as the cost of living is high here this works a hardship on the men.

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Springfield, Mass.—The District Council of Springfield and vicinity wishes brothers everywhere to know that the Hendee Manufacturing Company of Springfield, Mass., makers of the "Indian" motorcycle, are having their factories built by non-union labor. The Building Trades Council as well as the District Council used every means in their power to induce this firm to employ union labor on their buildings, but were unsuccessful.

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Labor Day at Laurel, Miss.

Laurel, Miss.—A very successful picnic was given by Local No. 1690 of Laurel, Miss., on Labor Day. The bricklayers and Painters of Laurel participated with the carpenters in the outing. A dinner, oratory, music, dancing and refreshments were features of the day's enjoyment.

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Information Wanted

W. A. Hinkle of Great Falls, Mont., offers a liberal reward for the address or any information regarding his brothers-in-law, Edward Watts and Fred Cohen. When last heard from, five years ago, they were in Denver, Colo. He requests business agents to read this notice at the meetings.

Information is desired regarding the present address of H. H. Ault who several years ago was a union carpenter at Los Angeles, Cal. When last heard from in 1904 he had a shop at 117 Winston street. Ault would be about 51 years of age. Any particulars concerning him should be sent to his brother, A. J. Ault, Box 503, Deer Lodge, Mont.

Information as to the whereabouts of George C. Mead, a former member of Local 1592 of Ocean City, N. J., is urgently requested by his wife. He left home October 30, 1912, and wrote home a few days later from Harrisburg, Pa. It is possible he may be in the vicinity of Terre Haute, Ind. Address communications, Mrs. E. D. Mead, 12 12th street, Ocean City, N. J.

CALVIN W. SQUIER.

The above is a photo of Calvin W. Squier, notice of whose disappearance from Jackson, Mich., about May, 1912, where he left a wife and two children, was recorded in last month's Carpenter. He was last heard of in Toledo, Ohio, in the fall of 1912. Send information to C. W. Davis, Fin. Sec. L. U. 651, 320 Bush St., Jackson, Mich.

J. A. Hendricks, a member of L. U. 1082 of San Francisco, Cal., has deserted his family and was last seen September 10, 1913. Hendricks is of light complexion, with blue eyes, dark hair and dark moustache. He weighs 190 pounds and his height is 5 feet 8 inches. There is a deep scar across second and third fingers of left hand. The nail of index finger of right hand is very long and the little finger nail of that hand is also disfigured. Hendricks is 54 years old. His wife offers a reward for any information regarding him. Address letters, 110 Oak street, San Francisco, Cal.

The Industrial Commission

We are glad to note that the preliminary work of the new Federal Industrial Commission has been completed, and the committee on organization is at work. A committee consisting of John R. Commons, John B. Lennon and Thurston Ballard was recently named to select the working staff for the commission and to start the organization of the work. Frank P. Walsh, chairman of the commission, was made resident representative with power to designate any other member to act in that capacity, and he appointed Mrs. J. Borden Harriman of New York. The commission has decided to divide its work in four sections or divisions, and for each one there is to be a special investigator. Over these four investigators will be appointed a chief expert, who will supervise the entire work. Among the prominent candidates for chief expert are John B. Andrews of New York, at the head of the Association for Labor Legislation, and W. J. Lauck. The commission has definitely determined to institute at once an investigation into the condition of unskilled labor and the legislation and court decisions regarding labor.

Child Labor in Georgia

At least for another year ten-year-old children, who can neither read nor write, will lend their efforts to increasing the fortunes of the cotton mill owners of Georgia. The Anderson bill, which raised the age limit for working children to thirteen years for 1914 and provided for a further increase to fourteen years in 1915, has been sidetracked in the legislature, and the session is about to close. Georgia has made practically no advances along this line since 1906. This is not creditable to the traditional chivalry and civilization of the South.—Bulletin of American Medical Association.

Trade Notes

Successful Trade Movements

Newport News, Va.—L. U. 396 has been successful in getting an agreement signed with several contractors for an advance of 25 cents per day above the previous scale and an eight-hour day for 1914.

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Palestine, Tex.—The movement for an increase in wages to 50 cents per hour, or $4.00 per day, which went into effect September 1, 1913, has been successful, L. U. 1541 granting permission to one contractor to finish work he had contracted for prior to September 1 at the old rate. All other contractors signed the agreement as presented to them. Thanks are due the State Council for assistance rendered. Work is plentiful here now and the membership is daily increasing.

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Chicago, Ill.—The cabinet makers and machine men's strike, which had been in progress here since July 1, 1913, has ended in a decided victory for the men, the Liquid Carbonic Company, which held out so long, signing the increased wage scale on October 6. One thousand eight hundred men were involved in the beginning of the strike, but of these 1,000 secured employment in other shops. The remaining 800 received strike benefits of $5 per week for the first three weeks, and as the number of men on strike decreased the benefits were increased proportionately; $6 being paid during the second three weeks, after which the amount was increased from $8 to $10. Secretary-Treasurer Galvin of the Chicago D. C., who had charge of the distribution of funds, was assisted by the following business agents: Fred Bromley, Geo. Orris, G. Stange, John Charoat, A. Kurowski, Joseph Dusek and Frank Kurtzer. President J. A. Metz also rendered valuable assistance.

In Larger Quarters

Local Union, No. 67, of Roxbury, Mass., recently moved into larger quarters at 184 Dudley street, Roxbury. The first meeting in the new hall was held Wednesday, October 1, the members having marched in a body from the old meeting place at 7:30 p. m. with banners and flags. About one hundred and seventy-five members of the local were in line.

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Another Texas Local

Athens, Tex.—Through the efforts of Brother J. T. McNellis a Local Union, No. 422, has been organized in Athens. The local already has a membership of forty-five. Every carpenter in the town has joined the union and the scale, which formerly was $3.50 for a nine-hour day, has been increased to $4 per day of eight hours. Work is flourishing. Fifty more carpenters could find employment here. L. U. 422.

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A Carpenters' Home for Texas

As a result of a referendum vote recently taken among the union carpenters of Texas, that State will in the course of a few years have a home for old and disabled carpenters. The result of the vote showed a majority of slightly more than one hundred in favor of the project. Each member of the Brotherhood in Texas will now be required to pay 10 cents a month into a fund which will ultimately be used in the erection of the proposed home.

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Grand Rapids D. C.

The project of the Grand Rapids, Mich., District Council to erect a labor temple in that city is meeting with much success. A committee of twenty-five members selected from the five Local Unions have been intrusted with the work of soliciting stock in the proposed

building. The city has been subdivided into districts and a whirlwind campaign is under way. The labor temple stock is issued in bonds of $5 each and on which 5 per cent. interest is paid, and these bonds are non-negotiable. Already a large number of bonds have been sold, and the members and officers of the Grand Rapids U. B. are enthusiastic over their project, which is an assured success.

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Another Labor Temple

A lot 100 by 100 feet in an accessible portion of San Diego, Cal., has been purchased by the Labor Temple Association. The price of this piece of property was $15,000. It is proposed to build a brick structure of four stories, with a foundation sufficient to carry three more stories. Included in the appointments are to be tool rooms, a gymnasium, and swimming pool. The board of directors in charge of this work has been extremely careful in the purchase of the property and in the conserving of the funds of the unions, and it is expected that with the start made a sufficient amount of money can be procured from the unions to erect a structure suitable to the needs of the organization in the city.

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Frisco Ship Caulkers Come In

The San Francisco Ship Caulkers' Association, organized in 1853—sixty years ago—is no more, says Organized Labor of San Francisco. It went out of existence on the evening of September 5, when William A. Cole, member of the General Executive Board, representing the Sixth District of the United Brotherhood of Carpenters and Joiners of America, installed Local Union No. 554 of the Brotherhood, receiving all the members of the association into the new local.

The association which now passes into history had a long and an honorable record. From its inception away back in 1853 it had the nine-hour workday, which was reduced to eight hours in 1865. The association was in continuous existence except for a short period during the dull times which prevailed in 1878, when there was practically no maritime construction on the Pacific coast. The latter part of that year the body was reorganized and continued to grow.

In presenting the charter Brother Cole spoke in fitting terms of the significance of the amalgamation, and response was made by officers and members of the new local of the United Brotherhood of Carpenters and Joiners of America.

Organized Labor is confident that this merger will result beneficially to all the members. They have done the right thing.

Old Age Pension Measure

A federal old age pension law has been proposed by Representative Lafferty of Oregon, who has introduced a bill providing pensions for all persons in the United States who have reached the age of sixty years and who have been citizens for at least sixteen years, amounting to $6 a week. The measure asks that an appropriation of $1,000.00 be provided for its first year of operation, and places the task of putting the new law into effect upon the Secretary of the Interior. The law is so framed that it would enable all persons to have incomes of $6 a week, while persons having an income of less than $6 a week would receive an amount sufficient to bring the amount up to that figure.

Ornamental Lettering

Persons who desire to become proficient in the art of ornamental letter designing will find the "Portfolio of Lettering," by Dwight L. Stoddard, of value. The booklet contains many illustrations of the various styles of lettering, together with examples of approved styles of letterheads and resolutions and brief hints on how to make them.

Mr. Stoddard has contributed articles from time to time to The Carpenter.

The price of the booklet is 30 cents and may be had direct from the author at his home, 354 W. Raymond street, Indianapolis, Ind.

Craft Problems

How to Draw and How to Read Plans

(By Dwight L. Stoddard.)

To be able to draw and read plans is of great value to the ordinary carpenter; in fact, the carpenter never has a chance to get to be little more than second-rate if he cannot do one or both. A little knowledge of how to draw plans is of great value to one who wants to learn how to read plans. Possibly the expression how to read plans may not be exactly right; any way it means how to see at a glance, so to speak, how the architect wishes the carpenter to do the work. If the draughtsman's lines are thoroughly understood by the mechanic

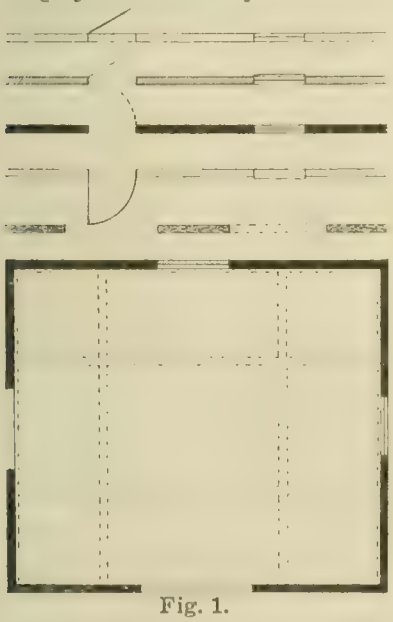


Fig. 1.

then the mechanic is surely able to read drawings.

I am free to admit that it takes a good mechanic to be able to read some drawings. The easiest way to draw the plans of a house is to draw the lines straight through and then put in the doors and windows. But while that is the quickest I do not want any one to think I mean that it is the best. I consider it looks far better to leave the opening for the doors open. Some trace dotted lines to show the way the doors swing, but I do not like that so well. The builder is likely to take the dots for the door and swing the door exactly in the opposite way from which the draughtsman intended. Some show the door square out and the swinging circle line around to it. Remember there are several different ways. Try and find out the particular way in which the plan was drawn and do your work accordingly.

Now there are also four very common ways to illustrate windows. Possibly the very easiest and best is simply a line through the center which you can say, if you wish, represents the sash. Some make two lines which would represent the same, while others draw a line outside of the building to represent the sill, some make it that way with, and some without, the sash lines.

Now an opening without a door is shown just the same as the door except, of course, the door is not there. Again some make dotted lines over all such openings, some for a square-topped opening make them like the doors without any dotted lines, while for an opening with a circle or elliptical top they use the dotted lines.

The main walls of the plan may be left with nothing but the two lines, one representing the inside and the other the outside or they may be filled in solid, or partly filled in, and so on. In all drawings there is more ways than one to do the work and therefore it is necessary for the workman to get used to the different ways and be able to understand whatever style he is working from.

Plans as the carpenters know them are practically floor plans. Yet, of course, the one plan goes from the first

to the second floor just where the first floor leaves off and the second floor commences. The stair plans from some drawings would be hard to fully establish, but if the stair builder fully understands how they are supposed to begin and end there is not much danger of his getting mixed in the middle of the stairway regardless of what the drawings show. I have already mentioned the doors, windows and so forth, which are above the floor line. Now you often see dotted lines stretching clear across the room, especially the din-

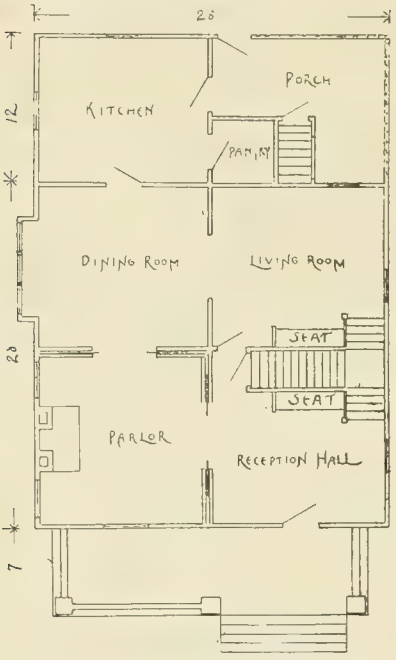


Fig. 2.

ing room or the reception hall; generally those dotted lines mean beamed ceiling.

I show here (Figures 2 and 3) the first-floor plan and front elevation of a hasty drawing I made recently for Brother Meadows, our business agent, who at this writing has his house ready for plastering and probably before the article appears will be living in what I consider a very practical home. I say practical because he has not wasted any room or material or done anything foolish in the way of unnecessary construction. It is what you might call a square, eight-room house with a kitchen added. The kitchen and back porch are flat, one story so that they can sleep on the roof if they want fresh air.

The floor plan shows a good way of drawing a plan, one that I think is easy to understand. In this you can see my style of illustrating doors both sliding and hinged, as well as other openings, windows, seats, stairs, fire place and so forth. The dotted lines on the back porch in this instance are supposed to represent partly closed. To know exactly what was meant it would be necessary to look at the side elevation, which I furnished, though I do not show it here. The other side elevation shows the construction of

Fig. 3.

the windows in the dining room, though I think the front view sufficient.

I give the figures here to show the size of the building. The foundation could be laid off from this plan (though I furnished a foundation plan).

I think the ordinary carpenter could understand the general construction from just the front elevation, brick flue, foundation, porch columns and balustrade, capped with stone coping, sided walls, and shingled roof, cement porch floor and steps. Now the best size to make ordinary drawings is to a scale of one-fourth inch, as the mechanic can take his common rule and each one-fourth inch means one foot, therefore if the opening shows one and one-fourth inches or five quarter inches from the corner of the building it

is exactly five feet, the one-fourth-inch scale is carried along much easier than three-sixteenths or other scale.

Our old two-foot rules used to have on some of them, and, in fact, they now have a little scale rule in the center of them that is better than to use the regulation inches, but the common two-foot rule is largely laid aside for the more convenient longer rules that are now on the market. For a good deal of accurate scale measuring one surely needs a special scale rule.

Now if there is anything special about a building that the builder can not grasp at a glance at the plans and elevations then they draw detail drawings which are drawn large so as to show plainly the exact construction. These may be one inch to the foot, or to any scale desired, but it is generally best, when convenient, to draw them full sized.

To give a little idea here what I mean I show a little of the cornice construc-

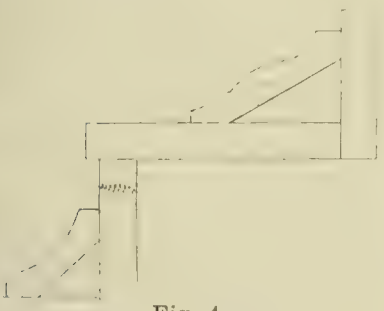


Fig. 4.

tion (Fig. 4) which I drew full sized though it will be reduced some in our official paper.

Double Dovetailing

(By James Barry.)

These sketches show a very interesting problem. I have tried to illustrate how double dovetailing can be done.

Fig. 1 shows the dovetail in perspective, after being glued up, with thin piece, A, also glued on the inside to cover extended notches in the inside corner of box (see dotted line at B, Fig. 2).

Fig. 2 shows end and side before being glued together. This is a very difficult job, but it can be done, and when neatly

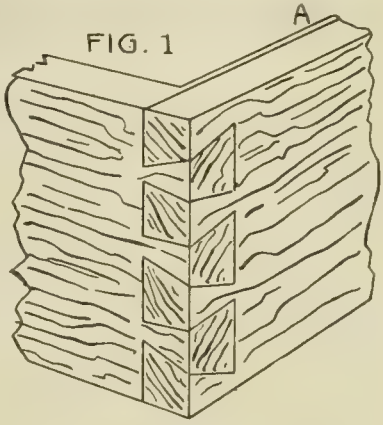
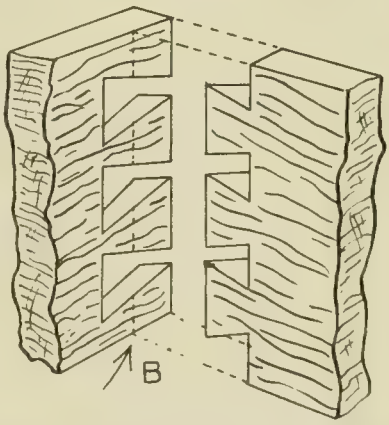


FIG. 1

FIG. 2



finished with inside piece glued on lengthwise of very thin veneer deceives the most experienced mechanic.

Motion to Advance

Washington, Nov. 1.—A motion to advance for hearing the contempt cases of President Samuel Gompers, Vice-President John Mitchell and Secretary Frank Morrison has been filed with the United States Supreme Court. The petition recites that an appeal from the decision of the Supreme Court of the District of Columbia has been allowed and that a writ of certiorari is pending. No information is available to even suggest as to what action the court will take on this petition.

Für Unsere Deutschen Leser

Vorschlag zur Entfernung von den Building Trades Department der A. F. of L.

Vorgeschlagen von der L. U. 1582 Cincinnati, Ohio, und von der vorgeschriebenen Zahl Staaten indorsiert:

Cincinnati, Ohio, 23. April 1913.

In einer besondern Versammlung der L. U. 1582 wurden die folgenden Resolutionen mit großer Mehrzahl angenommen:

Also, die Vereinigte Brüderschaft der Carpenters und Joiners von Amerika ist mit dem Baugewerk-Department der A. F. of L. einverleibt für den vermutheten Zweck zur Besserung der Verhältnisse in den Baugewerken, und

Also, die genannte Brüderschaft bezahlt 60 Prozent der pro Kapita-Einnahmen, welche in das Schatzamt des B. T. D. einbezahlt wird und daß die Brüderschaft keine Vortheile sondern Schaden erzielt; deshalb sei es

Beschlossen, daß es der Glaube der L. U. 1582 ist; daß es zum Besten der Brüderschaft ist; daß sie sich vom Building Trades Department der A. F. of L. zurückzieht, und sei es ferner

Beschlossen, daß eine Abschrift dieser Resolution an alle L. U.'en und den D. C. in diesem Distrikt geschickt werde für deren Zustimmung, und daß Schritte genommen werden zu dem gewünschten Ende in Eintracht mit den Regeln welche eine Referendum-Abistmmung vorschreibt. (Siehe Sekt. 153, General-Konstitution.)

Chas. A. Anderson,
Sekretär L. U. 1582.

Veränderung der Sektion 24, General-Konstitution.

Vorgeschlagen von der L. U. 62 Chicago, Ill., von den vorgeschriebenen Zahl der Unionen in der vorgeschriebenen Zahl der Staaten indorsiert:

Vorgeschlagen, daß Zeilen 3, 4 und 5 der Sektion 24 der General-Konstitution wie folgt liest, ausgestrichen werden:

Weitere 25 Cents per Mitglied per Vierteljahr für die am 31. März, 30. Juni, 30. September und 31. Dezember endenden Monate jeden Jahres.

Bericht des Generalpräsidenten Kirby für den am 30. September 1913 endenden Viertel.

Indianapolis, Ind., 13. Oktober 1913.

An die Beamten und Mitglieder des General-Exekutiv-Board — Gruß:

Der Fall in der Stadt New York, in welchem unsere Organisation um $200,000.00 Schadenersatz verklagt wird, wurde an Boardmitglied Guerin und euch in der letzten Sitzung gewiesen, und der Fall sofort aufgenommen. Da ich nicht fähig war, diesen Fall persönlich zu untersuchen, ernannte ich den Generalsekretär Duffy an meiner Stelle mit Bruder Guerin zu untersuchen, und sage, daß außer ihrem Berichte keine weiteren Berichte einliefen. Der Bericht folgt:

Indianapolis, den 31. Juli 1913.

Herr James Kirby, Generalpräsident:

Werther Herr und Bruder: — Gemäß Ihres Wunsches besuchten wir New York sofort nach der Vertagung der letzten Sitzung des General-Exekutiv-Board um das Mißverständnis zwischen der Firma Magner & Carew von Brooklyn und des Anwaltes Beattie von New York, in dem Falle der $200,000.00 Schadenersatzklage welche gegen uns und andere erhoben wurde wenn möglich zu ordnen.

Wir hielten Unterhandlungen mit Herrn Carew, Vertreter der Firma Magner & Carew, da Herr Magner aus der Stadt war, und gingen über die Einzelheiten der Klage welche Herr Beattie erhob. Wir zeigten ihm Herrn Beatties Brief, unter Datum vom 17. Juli 1913, an Sie gerichtet und welcher dem General-Exekutiv-Board die der letzten Sitzung unterbreitet wurde. Herr Carew erklärte diesen Brief als barsch. Er besagt, daß seine Firma nicht vor habe Herrn

Beattie in irgend einer zu beleidigen oder zu erniedrigen. In Thatsache, sie meinten der beste Weg aus der Sache für Herr Beatty sei, daß er sich von dem Falle zurückziehe, aber es mache ihnen keinen Unterschied welchen Lauf er nimmt. Wenn Herr Beattie den anderen Weg bevorzuge, das heißt per stellvertretenden Brief, so wären sie willens seinem Wunsche nachzukommen.

Während wir in Herr Carews Geschäftsstäube weilten schrieb derselbe einen Brief an Herr Beattie, in welchem er sein Mitleiden ausdrückte irgend welche bösen Gefühle zu verursachen und wünschte, daß er in diesem Falle mithelfe.

Zunächst sprachen wir mit Herrn Beattie und gaben ihn zu verstehen, daß er unter keinem Umständen von uns angestellte warde, diesen Falle zu verteidigen, sondern daß wir Magner & Carew angestellt haben. Er besagte es wäre besser, daß wir Magner & Carew haben und daß er ihnen beistehen werde.

Wir sagten ihm, daß wir wußten, daß er und Maloney nicht zusammen stimmten; daß wir aber erwarteten, daß er diesen Leuten helfe.

Dann besuchten wir die Carpenters Hauptquartiere and sprachen mit Sekretär Oliver Collins über den Fall. Er war froh zu lernen, daß der Unterschied zwischen den Advokaten gelegt ist. Er meinte, daß dieser und alle anderen Fälle in den Händen des General-Exekutiv-Board und der Generalbeamten gelegt werden sollten. Da wir fühlten, daß wir unsere Pflicht gethan hatten, verließen wir New York.

Brüderlich Ihr,
Frank Duffy.
F. M. Guerin.

Seit der letzten Sitzung des Exekutiv-Councils war ich sehr beschäftigt, verschiedene Theile des Landes in Interesse unserer Organisation zu besuchen.

Ich besuchte eine Versammlung des Exekutiv-Councils des Building Trades Department in Atlantic City bezüglich der Hohl Metallarbeiter. Ich schrieb folgenden Brief an dasselbe:

21. Juli 1913.

An das Exekutiv Council des B. T. D.

Gruß:

Ich schreibe diesen Brief im Interesse der Organisation welche ich vertrete und um Frieden in der Bau-Gewerken zu haben.

Mit der Frage der Hohl Metallarbeiter seid Ihr alle bekannt. Seid dem Anfange besteht ein Unterschied zwischen zwei Internationalen Organisationen. Es kam erst in der Stadt New York vor und wurde mit einer dieser einverleibt, die andere bestand auf ihre Rechte und in der Tampa-Konvention des B. T. D. wurde entschieden, daß diese Arbeit die der Blecharbeiter sei.

Die V. B. der C. und J. weigerte sich diese Entscheidung anzuerkennen und wurde von dem B. T. D. in der St. Louis-Konvention in 1910 suspendiert. Die Carpenters bestanden darauf, diese Arbeit zu thun und machten keinen Appell über die Entscheidung, sondern verrichteten den größten Theil dieser Arbeit.

Das Exekutiv-Council der A. F. of L. empfahl, daß die Carpenters in das B. T. D. wieder aufgenommen werde. Dieses wurde auch in der Atlanta, Ga., 1911 Konvention beschlossen, es ist aber Thatsache, daß beide Organisationen sich weigerten, zurückzutreten und die Folge ist, daß die verschiedenen Lokal-Councils sich Feind sind wo sie sich gegenseitig helfen sollten.

Ich überlasse ehrwürdigst ihrer werthen Gesellschaft in Behuf der Brüderschaft der Carpenters diese Thatsachen: Da die A. F. of L. die Wiederrufung der Suspendierung der Carpenters beschloß, so zeigte dieses das der Vorwand unter welchem wir suspendiert wurden als unberecht erklärt wurden.

Die Carpenters waren zu irgend einer Zeit willens mit den Blecharbeitern zu unterhandeln. Sie haben dieses jedoch durch ihr Betragen unmöglich gemacht; kürzlich wurde ich in die Quartiere des B. T. D. um mit dem Oberaufseher einer großen Kontratt Firma und Präsident O'Sullivan besagte, daß er nicht um eine Konferenz zu halten gekommen sei, und verweigerte sich von der Sache zu reden.

In Betrachtung des obigen bitte ich höflichst, daß sich die Building Trades Department nicht in der Sache einmischen, und daß zur selben Zeit Sie den zwei Organisationen gebieten, diese Sache zu schlichten

Ich möchte ferner bemerken, daß diese Brüderschaft willens ist ihr möglichest zu thun in dieser Sache.

Brüderlich Ihr,

James Kirby, G. P., V. B. C. und J.

Nach reifer Ueberlegung wurde entschlossen, daß der Enthalt meines Briefes an der B. T. D. gewiesen werde. Es wird darüber entschlossen in der Seattle-Sitzung.

Ich besuchte eine Versammlung in Oshkosh, Wis.; auch besuchte ich Philadelphia am 27. August wo die Carpenters gerade einen Ausflug hatten zur Feier des neuen Kontrakts. Es freut mich, berichten zu können, daß dieses jetzt im guten Gang ist, Dank den Beamten und Mitgliedern des Philadelphia D. C.

Ich besuchte Dubuque, Ja., in Interesse der Lokal 579 um mit den Brunswick-Balke-Callender-Leuten zu konferieren. Wir konnten jedoch zu keiner Uebereinstimmung gelangen.

In Begleitung des G. S. Duffy besuchte ich die Canadian Trades and Labor Congreß in Interesse der Brüderschaft und ich kann berichten, daß die Delegaten, welche zu diesem Congreß gingen, ihre Sache sehr gut verrichteten.

Nach Vertagung des Congreß besuchte ich Three Rivers, Quebec, Jonquieres und Chicoutini. Die vier genannten Städte haben jedoch eine sehr schwierige Aufgabe zu lösen, da eine sehr starke Organisation mit Hauptquartieren in Three Rivers die Internationale Organisation heftig angreift. Ich meine deshalb, daß es sehr nothwendig ist, daß unsere Leute in diesen Städten ihre Energie gebrauchen anstatt im oberen Canada.

Kurz vor der Wahl der Beamten des Joint District Councils in New York, wurde Lokal 309 suspendiert. Auf ein Appell der Lokal 309, befahl ich, daß die Halbe in den D. C. zurückerstattet und die Stimmen der Lokal gezählt werden. Der Joint Distrikt-Council weigerte sich, dieses zu thun. Ich möchte sagen, daß die Zählung der Stimmen zeigte, daß hätte man dieses den Brüderschaft-Delegaten gelassen, so wäre mein Befehl gefolgt worden, aber eine Mehrzahl der Amalgamated machte dieses unmöglich. Ich schrieb dem Joint Council, daß ich nicht gegen einen Appell wäre, aber daß die Befehle des Generalpräsidenten befolgt werden müssen. Ich suspendierte deshalb den Joint D. C., und berichtete alle Lokal-Unionen in Größer Neu York, daß am 9. Oktober eine Versammlung ihrer Delegaten sei. Es freut mich sagen zu können, daß jede Lokal-Union diesem nachkam und wurden Schritte gemacht einen D. C. zu stiften, welcher alle Gesetze der Brüderschaft enthält. Ich bin gemiß, daß dieses viel mithelfen wird die Verhältnisse in dieser Stadt zu verbessern.

Zum Schluße möchte ich sagen, daß ich allen Beamten und Mitglieder herzlich danke für ihre gute Mithilfe im vergangenen Jahre.

Mit besten Wünschen und herzlichstem Gruße, verbleibe ich,

Brüderlich Ihr,

James Kirby, G. P.,

V. B. C. and J. of A.

In England ist, wie dieser Tage gemeldet wurde, ein „Arbeitgeber-Schutzverband für das Vereinigte Königreich" ins Leben getreten, und zwar in der ausgesprochenen Absicht, die Hilfsmittel der Arbeitgeber zusammenzufassen und ihre Rechte und Freiheit im Verkehr mit den Arbeitern und den Trade Unions aufrecht zu erhalten. Eine derartige Gründung muß auf den Verlauf der Dinge in der wertschaftlichen Entwickelung einen wesentlichen Einfluß ausüben. Umsomehr, da man die Absicht hat, ein Verbandsmögen von 50 Millionen Pfund Sterling zu schaffen!

Milwaukeer Fischer haben einen Lokalzweig der National Fishermen's Association, die ihren Sitz in New York und eine Mitgliederzahl von über 10,000 hat, gegründet. Jeder der 14 Milwaukeer Gründer besitzt auf dem Michigan-See einen Fischerdampfer und wird die neue Organisation den Namen „Milwaukee Fishermen's Protective Association" führen. Die Beamten sind: Präsident, Charles Teßler; Vize-Präsident, Frank Braeger; Sekretär und Schatzmeister, William Leben. Ob es sich um einen Arbeitgeber- oder Arbeitnehmerverband handelt, geht aus den Zeitungsberichten nicht einmal hervor.

Departement Francais

Information Officielle Amendment a la Section 24 de la Constitution Generale

Proposé par l'union locale 62 de Chicago, Ill., et endossée par le nombre legal d'unions dans le nombre legal d'Etats.

Amendement—d'effacer lignes 3, 4 et 5 de la Section 74 de la constitution générale qui est constituer comme ci-dessons.

Une addition de 25 sous par membre et par trimestre sur tous les membres en règle pour les mois finissant le 31 Mars, le 30 Juin, le 30 Septembre et le 31 Decembre de chaque année.

Proposition de se retirer du departement des metiers de construction de la Federation Americaine du Travail

Proposée par l'union locale 1582 de Cincinnati, Ohio, et endossée par le nombre legal des unions dans le nombre legal d'Etats:

Cincinnati, Ohio le 23 Avril 1913.

A une réunion speciale de l'union locale No. 1582, les résolutions suivantes ont été adoptes.

Considérant que l'union fraternelle des charpentiers et menuisiers d'Amérique est affiliée avec le departement des Metiers de la Fédération americaine du Travail pour le seul objet d'améliorer les conditions dans les métiers du batiment et

Considerant que l'Union fraternelle paye au trésor du département des métiers du bâtiment de la Fédération americaine du Travail a peu pres 60 pour cent de l'entière taxe par capita qu'elle reçoit et que l'union. Fraternelle non seulement ne reçoit aucun bénéfice mais au contraire est detrimenté par ce fait,

Resolvons, què l'union locale 1582 croit qu'il est du plus grand interêt de l'Union Fraternelle de se retirer du departement des metiers du bâtiment de la Fédération americaine du Travail et de plus,

Resolvons qu'une copie de cette resolution soit soumise a toutes les unions locales et au conseil de ce district pour leur ratification et que les mesures necessaires soient prises pour amener a bonne fin cette resolution, comme il est prescrit dans les regles qui gouvernent un appel pour un vote de referendum de l'Union Fraternelle, par la Section No. 153 de notre constitution générale.

CHAS. A. ANDERSON,
Sec. U. L. 1582.

Rapport du delegue au 29eme Congres Canadien des metier et du travail, tenu a Montreal, Canada, du 22 au 28 Septembre inclusivement.

Au président général et aux membres du conseil général exécutif de l'union fraternelle des charpentiers et menuisiers d'amerique:

Camarades—En vous soumettant mon rapport comme délégué au congrès canadien du travail et des métiers, je prends la liberté de vous informer que plus de 340 délégués étaient présents; que l'union fraternelle avait 74 ou 75 délégués pour la réprésenter sur le plancher de la convention, désirant vous montrer par là le grand interêt pris par notre organisation du canada, dans les affaires prétendant à l'union fraternelle sur tout le continent.

Quand on considère les grandes distances que la plus part de nos délégués ont eu a parcourir, je pense que les differentes unions locales desservent beaucoup de crédit pour les efforts qu'elles ont faites en envoyant leurs délégués à cette convention.

En vous faisant mon rapport sur le succès que nous avons eu en accomplissant tout ce que nous étions allé là pour accomplir, je dois donner entièrement

crédit aux unions locales qui en sacrifiant ou plûtot en tirant sur leurs fonds locaux d'une façon si généreuse ont pu envoyer à la convention un vote si fort, et si puissant.

Ceci est un exemple de ce que notre organisation peut accomplir quand elle prend conscienee de ses interêts, qui sont les interêts de tous les charpentiers de ce continent, aussi bien que de toutes les autres parties du monde.

Je tiens aussi à constater que l'unification d'un corps de metier est du plus grand interêt à l'organisation du travail.

Vous trouverez ci-dessous les resolutions, qui ont été presentées à la convention, relatives à notre position, et comme votre délégué je me ferai un plaisir de faire un rapport plus étendu à une date prochaine:

Résolution No. 7, Conseil du travail et des Métiers de New Westminster:

Considerant qu'à la dernière réunion du congres des métiers du Dominion tenue à Guelph au mois de Septembre 1912, une résolution a été présentée par un délégué représentant l'union fraternelle des charpentiers et menuisiers d'amérique ayant pour but de faire de l'union fraternelle des charpentiers et menuisiers d'amérique la seule Union de charpentiers qui doit être reconnue par le congres des metièrs du canada, laquelle résolution a été rejettée par une grande majorité et

Considerant que le comité executif du congres des metiers du Dominion, en face de la défaite de cette résolution a du retourner à la Société Amalgamée des Charpentiers et Menuisiers sa taxe par capita, refusant par ce fait l'affiliation de la Société Amalgamée des Charpentiers et Menuisiers avec le congres du travail et des métiers du Canada, par conséquent.

Resolvons, que le conseil du travail et des metiers proteste énergiquement contre l'abus de pouvoir exercé par le comité executif du congres du travail et des métiers du Dominion en prenant sur euxmêmes le droit de défier la volonte exprimée, à la dernière convention, par la majorité des délégués, de laquelle ils sont supposes être les servants, et qu'une copie de cette résolution soit adressée à P. M. Draper. Le conseil exécutif du congrès a été soutenu dans ses actions.

Resolution No. 30 par le délégué A. J. Murray, ouvrier du fer Union Locale No. 30, Toronto, Ont.:

Considérant que les troubles de juridiction entre nos organisations ont été la cause de serieuses differences entre les ouvriers de differentes industries et une des causes principale des desagrements qui prevalent dans notre mouvement, et ont produit une condition qui a encourage les patrons à prendre avantage de ces dissentions au detriment des ouvriers et

Considerant l'importancce croissante dans l'emploie des feuilles de metals dans la construction des bâtiments modernes, et l'introduction des feuilles de métal dans nos differentes villes, et l'etablissement, a présent, de plusieurs larges usines pour la manufacture et l'installation des dits métaux dans le Dominion du Canada et

Considerant, que la Fédération americaine du travail a donné juridiction de cette classe de travail à l'organisation des travailleurs de metal en feuilles, mais que la Fraternité des Charpentiers a refusé de reconnaître cette décision et a présent encroche sur les droits des ouvriers du Métal en feuilles dans leur travail, et

Considérant, que nous, les ouvriers des métaux en feuilles, espérons de renverser les obstacles qui menacent notre mouvement dans le Dominion du canada et sachant qu'une telle action des charpentiers tend a conserver les dissentions dans nos differents corps,

Resolvons, que ce congrès endosse le mandat de la Fédération Americaine du Travail sur cette question et urge tous les conseils de metiers et les conseils du bâtiment a obeir le mandat issue, et que les charpentiers soient obligés de reconnaître cette décision et discontinuent leur interférence dans la juridiction des Travailleurs du Métal en feuilles," cette resolution a été tablée, le Congrès Main-

tenant que sa place est dans le Departement des metiers et Batiments de la Fédération Americaine du Travail.

Résolution No. 35 du délégué J. E. Tighe, association internationale des débardeurs.

Considérant, Qu'il y a plusieurs supposées assocications indépendantes de debardeurs dans la juridiction de ce Congrès et,

Considerant que dans plusieurs instances, ces organisations soit disant indépendantes, sont représentées dans les Conseils de métiers ou assemblées travaillant par fait de Chartres issues par la Fédération américaine du Travail,

Resolvons, que le comité exécutif élu, aussi bien que les comités exécutifs provinciaux, soient ordonnés d'exercer leurs plus grands efforts pour persuader les soit-disant indépendants que leur propre place est en affiliation avec l'association Internationale des débardeurs (longshoreman) et de plus

Resolvons, que le Secrétaire-Trésorier de ce congrès soit instruit de notifier tous les corps centraux dans leur respective juridiction que ces organisation soit disant independantes, n'ont droit à aucune representation dans les conseils, ou assemblées centrales pour la raison qu'ils n'ont pas de chartre issue par l'association Internationale des débardeurs cette résolution a été adoptée,

Quoique introduite par l'association Internationale des debardeurs, elle est de l'intérêt de l'union fraternelle des Charpentiers et Menuisiers d'Amerique.

Resolution No. 68 du délégués Geo. Armstrong; de l'union fraternelle des charpentiers .

Resolvons, que la Section 2 de la constitution soit amendée en ajoutant après les mots "organisation internationale sur la quatrième ligne, les mots: Ou toute autre organisation qui aura été exclue ou rejettée par la Fédération Americaine du Travail."

Cette resolution a été soumise au comité coustitutionnel er a été acceptée sans opposition.

Tout à vous fraternellement,
GEORGE ARMSTRONG, Délégué.

Augmentation Des Unions

Une lettre rècemment reçue du secrétaire Frank Morrison de la Fédération Américaine du travail dit que le nombre des membres, pour la première fois, a dépassé 2,000,000. La taxe per capita pour le mois de mars, des différentes unions nationales met le nommre des membres à 2,007,650.

Il y a des gens qui sont surexcités de la lente augmentation du mouvement ouvrier. Ils sont impatients parce qu'on n'est pas aussi puissant qu'on le pourrait en qu'on le devrait si toute la masse de ceux qui travaillent à gages étaient dans les rangs.

Il y en d'autres, qui, tout bien considéré, sont parfaitement satisfaits du progrès que fait le mouvement. Peu d'années nous séparent du temps où la Fédération Américaine du travail comptait à-peu-près 600,000 membres. Un comité de la convention nationale des manufacturiers a rapporté à Detroit, récemment, en opposition au label de l'Union, que le nombre total de membres unionistes favorisant la proposition du label n'était que de 400,000. Il y a un temps où cette assertion aurait pu s'appliquer à la Fédération Américaine du travail avec vraisemblance, mais il y a vingt ans de cela. En d'autres mots cette assertion est vingt ans en arrière du temps.

Durant les derniers vingt ans le mouvement ouvrier américain, tel que représenté par la Fédération Américaine du travail s'est multiplié cing fois, et il y a cinq fois plus de personnes en faveur du label de l'Union que veut l'avouer le comité de la convention des manufacturiers. Ils n'estiment pas à sa valeur la puissance de l'Union; ils parlent follement quand ils s'imaginent qu'un détailleur refusera de vendre des produits demandés par mille employés pour les remplacer par des marchandises démandées par un patron.

Il serait préférable de reconnaître l'augmentation constante du mouvement ouvrier basé sur de puissantes raisons

(Voir la suite a la page 63.)

Death Roll

STORMFELT, DANIEL, of L. U. 597, Centerville, Ia.

DREOSIER, FRED, of L. U. 1832, Escanaba, Mich.

KEW, JOHN H., of L. U. 322, Niagara Falls, N. Y.

Claims Paid During October, 1913

No.	Name.	L. U.	Am't.
20315	Mrs. Justina Baird	61	$ 50.00
20316	P. A. Arnevick (dis)	98	400.00
20317	Mrs. Betty Severs	118	50.00
20318	Geo. W. Hess	183	100.00
20319	Mrs. Caroline Unglaube	309	50.00
20320	Louis F. Affeldt	1307	200.00
20321	Chas. C. Rupp	1668	200.00
20322	Mrs. Katharina Majer	1786	50.00
20323	Geo. E. Robinson	6	200.00
20324	Mrs. Jane Cunningham	20	50.00
20325	J. M. Vaughn	74	200.00
20326	Mrs. Theodora Hesness	361	50.00
20327	Wm. Marteeny (dis)	790	400.00
20328	Mrs. Myrtle E. Smith	1089	50.00
20329	Francesco Antico (dis)	1565	400.00
20330	Vincent Skledar	1784	200.00
20331	S. M. Hendrix	44	50.00
20332	Sidney M. Keith	316	200.00
20333	E. L. Titus	359	50.00
20334	Mrs. Christine Brickel	440	50.00
20335	Edward Baulch	471	200.00
20336	Frank G. Durkee	876	200.00
20337	Mrs. Rebecca Zarchy	1008	50.00
20338	Mrs. Lena Birzele	1234	50.00
20339	Mrs. Epifania Nieves Arce.	1422	50.00
20340	Theodore Brennecke (dis)	57	400.00
20341	Carl E. Gustafson	58	200.00
20342	Mrs. Emily C. Bennett	103	50.00
20343	T. V. McGill	198	200.00
20344	John Briggs	201	50.00
20345	Mrs. Minnie Quast	242	50.00
20346	Albert White	345	200.00
20347	Charles Rear	345	200.00
20348	Mrs. Anna Soldon	345	50.00
20349	Gustav Reder	375	200.00
20350	Mrs. Anna M. Dick	430	50.00
20351	Vincenz Schleich	467	200.00
20352	J. S. Williams	515	200.00
20353	Oran Cowden	764	200.00
20354	John M. O'Keefe	795	50.00
20355	Mrs. Nora T. Reardon	877	50.00
20356	Chas. F. Wiley	910	50.00
20357	V. F. Miller	1011	200.00
20358	Geo. F. Wiley	1417	200.00
20359	Mrs. Rose Bafut	1613	50.00
20360	Bernard Richter	1747	50.00
20361	Joseph Guay	134	50.00
20362	Wm. Albright	637	200.00
20363	Mrs. Anna G. Biddle	691	50.00
20364	Z. V. Justice	949	100.00
20365	Klaas Biesterbos	1763	112.00
20366	Mrs. Susan Rochford	1244	50.00
20367	Frank Newman	429	200.00
20368	Mrs. Effie Jane Harris	520	50.00
20369	Mrs. Sadie Waid	11	50.00
20370	Pierre Philibotte	96	50.00
20371	Mrs. Emma B. Webb	100	50.00
20372	Robert Whimsett	141	200.00
20373	Richard Brodthuhn	181	200.00
20374	Geo. B. Courter	181	200.00
20375	Edward Walters	242	200.00
20376	Mrs. Florence M. Wagner.	1436	50.00
20377	Mrs. May Shelton	300	50.00
20378	Henry M. Goodrich (bal)	301	150.00
20379	Ed. R. Hyne	340	200.00
20380	Andrew Fenzel	355	200.00
20381	Albert J. Kramer	651	200.00
20382	Walter G. Morgan	1934	200.00
20383	Chas. E. Fleming	19	197.00
20384	Mrs. Ernstina Schroeder	19	50.00
20385	Robert K. Smith	43	200.00
20386	John Corrigan	43	200.00
20387	Stephen E. Holmes	43	200.00
20388	Harry Gent	45	200.00
20389	W. H. Selvage (dis)	64	400.00
20390	A. J. Parks	75	200.00
20391	Mrs. Rose Thompson	80	50.00
20392	Mrs Johanna Anderson	87	50.00
20393	Peter Farley	112	200.00
20394	Mrs. Annie Nelson	181	50.00
20395	Ralph Crompton	207	200.00
20396	Mrs. Edna A. E. Pearce	275	50.00
20397	Mrs. Appolonia Rendler	291	50.00
20398	Mrs. Elizabeth Clearwater.	301	50.00
20399	Mrs. Mabel E. Waterman	333	50.00
20400	Chester Cazier	335	50.00
20401	R. P. Harvey	351	50.00
20402	Clemmen Clemmensen	457	200.00
20403	Mrs. Alma River	471	50.00
20404	Geo. L. Miller	492	100.00
20405	Frank Webb	600	50.00
20406	Edmund C. Starr	626	200.00
20407	Mrs. E. E. Coveyduck	1244	50.00
20408	Joseph H. Rheaume	1350	200.00
20409	Leroy Pelton	1410	50.00
20410	Mrs. May I. Swick	1701	50.00
20411	Christian Wiedemann	1	200.00
20412	John Lukes	39	200.00

No.	Name.	L. U.	Am't.
20413	Lewis M. Larsen	448	200.00
20414	Mrs. Lucy Titcomb	4	50.00
20415	Jeremiah J. Clancy	257	200.00
20416	Mrs. Oda M. Guidice	262	50.00
20417	C. P. Peterson	347	200.00
20418	Mrs. Emily Edgley	593	50.00
20419	Larry Greer	1316	200.00
20420	Louis LeChance	1673	50.00
20421	John C. Scullin	31	50.00
20422	Edward C. Morford	136	50.00
20423	Mrs. Mirtie D. McCombs	692	50.00
20424	Ed. R. Smoyer	1171	200.00
20425	Mrs. Ruah M. Kealy	1224	50.00
20426	Ed. L. Stack	33	200.00
20427	Herbert Mews	82	78.75
20428	Joseph Dietz	166	200.00
20429	John H. Bates	241	200.00
20430	Mrs. Lyda Drear	246	50.00
20431	Joseph L. Horner	387	200.00
20432	Edward Graf	476	200.00
20433	Mrs. Maybell M. Lyman	679	50.00
20434	John P. Lies	916	200.00
20435	Silas Leink	26	200.00
20436	Charles M. Hill	15	50.00
20437	Peter Killian	32	200.00
20438	Louis J. Marelius	457	200.00
20439	Henry J. Stearns	549	50.00
20440	Charles H. Waller	1704	200.00
20441	Frederick Reinhardt	148	200.00
20442	J. M. Steele	293	50.00
20443	John I. Bennett	306	200.00
20444	Wm. L. Goeller (dis)	329	400.00
20445	Andrew Anderson	550	200.00
20446	F. F. Bamberger	626	50.00
20447	Henry Koser	795	200.00
20448	J. J. Bryant	1492	50.00
20449	Horace Spaulding	1717	200.00
20450	George E. Woodward	29	50.00
20451	Lewis Robbins	75	200.00
20452	Mrs. Myrtle Davis	131	50.00
20453	Mrs. Ida Olson	131	50.00
20454	Carl Mueller	242	200.00
20455	Mrs. Helen Drews	314	50.00
20456	Mrs. Elizabeth Martin	1202	50.00
20457	Mrs. Anna M. R. Rapp	6	50.00
20458	Andrew Ofstad	7	200.00
20459	Mrs. Esther Fiddle	24	50.00
20460	Wm. Reetz	25	200.00
20461	Mrs. Luella Tait	106	50.00
20462	Victor Mackey	109	200.00
20463	Joseph Petrosis	242	50.00
20464	Mrs. Carrie M. Salisbury	297	50.00
20465	Mrs. Hulda K. A. Johnson	431	50.00
20466	Mrs. Salome E. Combs	187	50.00
20467	Christian Freimuth	309	200.00
20468	Mrs. Amy J. Nothacker	374	50.00
20469	Mrs. Maria Cashman	724	50.00
20470	Emery N. McQuay	29	200.00
20471	Charles P. Finn	78	200.00
20472	Carl Sindberg	78	200.00
20473	Timothy C. Walsh	240	200.00
20474	James J. Kelleher	240	200.00
20475	Mrs. Dora Schmiedecke	258	50.00
20476	Henry Wishman	483	50.00
20477	Johannes Fesbang	1367	200.00
20478	Jacob Young	112	200.00
20479	T. G. Parkinson	198	200.00
20480	August Muller	22	200.00
20481	John J. Walsh	22	200.00
20482	Mrs. Catherine M. Griffiths	125	50.00
20483	Mrs. Eulalie Denis	134	50.00
20484	Mrs. Emma H. Schott	674	50.00
20485	Luman H. Parker	971	200.00
20486	Mrs. Emma Pink	1367	50.00
20487	Jacob Dukavic (59 con)	334	200.00
20488	Samuel N. Gary	349	200.00
20489	Bernard E. Plate	461	200.00
20490	Christian Yackstadt	461	50.00
20491	George H. Allender	531	50.00
20492	E. E. Moore	531	50.00
20493	Byron Stoll	603	50.00
20494	John Treherne	774	200.00
20495	Thomas J. O'Brien	1573	50.00
20496	Mrs. Barbara Amman	10	50.00
20497	Mrs. Sadis E. Conrad	55	50.00
20498	Mrs. Mary Anna Grimm	119	50.00
20499	Frederick J. Bosse	189	200.00
20500	Herman H. Budde	189	200.00
20501	John R. Collins	660	50.00
20502	Mrs. Bertha A. Turner	716	50.00
20503	Mrs. Maude E. Maynard	1112	50.00
20504	Mrs. Sarah Sanders	1131	50.00
20505	Michael Anzelone	172	200.00
20506	Mrs. Frances Heinrich	242	50.00
20507	Frank Graff	378	200.00
20508	Geo. T. Hansen	483	200.00
20509	Mrs. Adele Hansen	521	50.00
20510	Mrs. Elizabeth M. Phelps	831	50.00
20511	Kalle Hietman	1367	200.00
20512	Frank J. Schwindt	522	50.00
20513	J. R. Kightlinger	556	55.00
20514	Oscar Benson	824	200.00
20515	Thomas McMurray	901	200.00
20516	Mrs. Anna Wandelsvik	980	50.00
20517	Mrs. Rose Libaro	1008	50.00
20518	Mrs. Mary S. Wright	927	50.00
20519	Mrs. Bessie E. Marlette	1380	25.00
20520	Elzer Cook	25	50.00
20521	John Larrimore (dis)	122	400.00
20522	Charles L. Young	231	50.00
20523	Mrs. Nina E. Zimmerman	243	50.00
20524	Theobald Schrotz	375	200.00
20525	George Thomas	661	100.00
20526	Mrs. Carrie Kemper	1251	50.00
20527	Mrs. Anna Mattson	1747	50.00
	Total		$27,113.05

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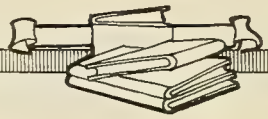
Directory of Business Agents



Aberdeen, Wash.—R. B. Ellis, 512 Burleigh ave.
Akron, O.—E. S. Shatzer, Carpenters' Hall.
Albany, N. Y.—Thos. Gilmore, Room 21, Beaver Block.
Allentown, Pa.—Clarence Seaman, 21 N. Madison st.
Alton, Ill.—Roland Adams, 202 Pioneer Bldg.
Anadarko, Okla.—J. E. Wilson.
Annapolis, Md.—George E. Wooley, 8 West st.
Ardmore, Okla.—D. N. Ferguson, Box 522.
Asbury Park, N. J.—David F. Gant, Bradley Beach, N. J.
Atlanta, Ga.—Jim Stephenson, 226 Brown-Randolph Bldg.
Atlantic City, N. J.—Frederick Scheideman, 307 N. Massachusetts ave.
Auburn, Ill.—J. E. Higgins.
Augusta, Ga.—F. M. King, 702 Moore ave.; R. J. Palmer, 1118 Twigg st.
Augusta, Me., Waterville and Vicinity—T. M. Rollins, 18 Cushman st., Augusta, Me.
Aurora, Ill.—Edward F. Ream, 77-79 Fox st.
Ausable Forks, N. Y.—Hiram Jacques.
Bakersfield, Cal.—W. Watson, 2615 K st.
Baltimore, Md.—L. U. 329, Eugene Sullivan, 15 E. Haywood ave., Pimlico, Md.; L. U. 29, Frank G. Simmons.
Barre, Vt.—A. B. Coffin.
Bartlesville, Okla.—S. F. Wray.
Batavia, N. Y.—Frank Roberts, 1 Holland ave.
Battle Creek, Mich.—Wm. Cartridge, 316 Kalezoo st.
Bay City, Mich.—Wm. B. Gust, 303 Fillmore pl.
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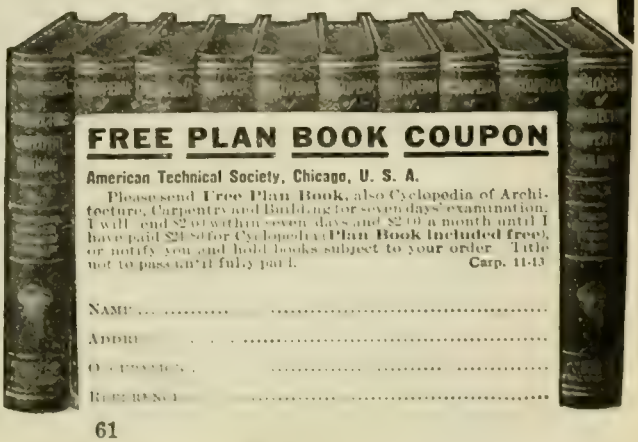

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Wallingford, Conn.—Wm. Stevens, Box 141.
Washington, D. C.—H. S. Holloban, 425 G st., N. W.
Waterloo, Ia.—H. J. Amos, 115 Randolph st.
Waxahachie, Tex.—J. W. Fox, 307 Lake Park avenue.
West Chester, Pa.—Oscar Speakman.
Wellsburg, W. Va.—J. H. Phillips, Box 542, Fallansbee, W. Va.
Wheeling, W. Va.—E. J. Weekly, Majority Office.
White Plains, N. Y.—Emil W. Burges, 35 Grove st.
Wichita, Kas.—Oscar C. Schaar, 730 Antler st.
Wilkes-Barre, Pa., Wyoming Valley D. C.—M. E. Sanders, Room 69, Simon Long Bldg.
Wilmington, Del.—John H. Hickey, 1225 W. 4th st.
Winona, Minn.—C. C. Jensen, 676 Huff st.
Winnipeg, Man., Can. — Hugh Dall, Labor Temple, James st.
Woonsocket, R. I.—E. J. Desmarais, 135 4th av.
Worcester, Mass.—D. S. Curtis, 20 Madison st.
Wyandotte, Mich.—Chas. H. Renner, 80 Plum street.
Yonkers, N. Y.—D. W. Wyatt, 179 Ashburton avenue.
Youngstown, O.—O. J. Grubb, 259 W. Federal street.

Augmentation Des Unions

(Suite de la page 55.)

fondamentales, et de traiter avec tolérance et libéralité afin d'obtenir la paix industrielle, que de faire des efforts perpétuels et sans effet pour supprimer ce qui ne disparaîtra certainement pas.

Aux impatients du travail syndiqué qui s'imaginent que nous allons lentement nous répétons que le mouvement ouvrier a quintuplé depuis vingt ans, et, qu'avec tout le respect que nous avons pour leurs opinions, nous n'appellons pas cela une lente augmentation; au contraire, le progrès d'augmentation est peut-être aussi vif qu'il est sain, ce qui veut dire qu'il est aussi nécessaire au mouvement ouvrier de progresser sainement qu'il l'est d'avoir un nombre considérable; et si le mouvement progresse sainement c'est du à l'intelligence des membres qui sont dans les rangs. Cette intelligence toujours croissante est le résultat de l'éducation et de l'expérience, dans les principes et le travail de l'Union, tout comme dans les affaires de la vie de chaque jour.

Cette augmentation du mouvement ouvrier américain qui a quintuplée durant les derniers vingt ans est une augmentation naturelle, et quand nous parlons de 2,007,650 membres, nous voulons dire que ces membres sont en règle avec cotisations payées en dedans des limites raisonnables, et que ces chiffres ne comprennent pas plusieurs milliers d'autres membres dont les embarras financiers les empêchent d'être en règle temporairement et qui seront réhabilités tôt ou tard.—Boot and Shoe Workers' Journal.

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....Architectural Draftsman	....Cert'f'd Public Acc'nt
....Structural Draftsman	....Auditor
....Structural Engineer	....Business Manager
....Concrete Engineer	....Fire Ins. Inspector
....Civil Engineer	....Fire Ins. Adjuster
....Surveyor	....Fire Ins. Expert
....Mechanical Engineer	....Moving Picture Op'r
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Carp. 11-13

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The Carpenter

Organization Spells Victory— Disintegration, Defeat

DECEMBER, 1913

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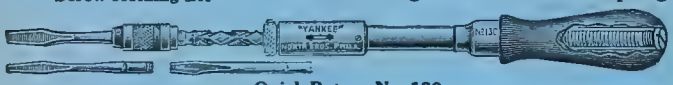

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The Carpenter

A Monthly Journal for Carpenters, Stair Builders, Machine Wood Workers, Planing Mill Men, and Kindred Industries

Entered February 13, 1903, at Indianapolis, Indiana, as second-class mail matter, under the Act of Congress of March 3, 1879

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INDIANAPOLIS, DECEMBER, 1913

One Dollar Per Year
Ten Cents a Copy

Christmas Bells

Ring out, wild bells, to the wild sky,
The flying cloud, the frosty light;
The year is dying in the night;
Ring out, wild bells, and let him die.

Ring out false pride in place and blood,
The civic slander and the spite;
Ring in the love of truth and right,
Ring in the common love of good.

Ring out old shapes of foul disease,
Ring out the narrowing lust of gold;
Ring out the thousand wars of old,
Ring in the thousand years of peace.

Ring in the valiant man and free,
The larger heart, the kindlier hand;
Ring out the darkness of the land,
Ring in the Christ that is to be.

—Tennyson.

THE CHICAGO APPRENTICESHIP SYSTEM

(By W. M. Roberts, District Superintendent in Charge of Vocational Schools and Classes, Chicago, Ill.)

ABOUT six hundred apprentices employed in four different trades are attending the Chicago public schools and are studying subjects which have a direct bearing upon the work of their trades. Two hundred and seventy-five are carpenters' apprentices, one hundred and sixty plumbers' helpers, one hundred and forty electrical workers' apprentices, and thirty machinists' apprentices. The carpenters attend every school day for three months in the year and the others attend one-half day of each week throughout the school year from 8 o'clock in the morning until 11:30. Arrangements have been made to organize classes for sheet metal workers, but the classes are not yet under way.

This paper will contain an account of the origin of these several classes, with the methods used to interest employers and employes in the subject of apprentice training. For the most part it is an account of what has been done in Chicago through organized labor, working together with organized employers, to solve the problem of apprentice training.

—The Carpenters' School—

The first apprentice school to be established in Chicago was the school for carpenters, which was begun in January, 1901. The following is taken from the report of the superintendent of schools for 1904:

In January, 1901, in response to a request from Mr. Joseph Downey, the Board of Education began to make provision for the education of the apprentices of the masons' and bricklayers' associations. Six or seven apprentices attended the English high and manual training school for three months and studied arithmetic, English, architectural drawing and woodworking. The next year sixty students were enrolled, and rooms in the Dore school were used for the work. In scholarship, the pupils included those who had studied one or two years in the high schools, down to those who read English with difficulty. The highest class studied English, plane geometry, algebra and drawing; the second, English, algebra, arithmetic and drawing; the lowest class, English, arithmetic and drawing.

The sixty apprentices of the second year referred to in this report included carpenters' apprentices, and thereafter it was attended by more carpenters than bricklayers.

The union carpenters of the city and the Employers' Association, known as the Carpenters and Builders' Association, now known as the Carpenter Contractors' Association, after a conference with the superintendent of schools, came to an agreement in December, 1901, in the matter of apprentice instruction. The agreement provided that the apprentices should be "laid off" during January, February and March, but that their regular apprentice wages should be paid, and they should be required to attend school for the entire three months. The classes were placed in charge of the principal of the technical high school, known then as the Manual Training High School, but as there was not room in the school building, some vacant rooms in the nearest elementary school building were used. This method of conducting the school continued until 1912, but seldom was the school held in the same place or under the same management for two successive years. The fact that the school lasted but three months in the year made it necessary to "pick up" teachers who could be secured for that short time or to transfer teachers temporarily from another school. For lack of sufficient space in any one building, the classes were held in two or three places in some of these years. In the meantime the number of apprentices increased from sixty to two hundred and fifty. In spite of many handicaps the school did work

of a kind which met with the approval of both men and employers. About 1906 the bricklayers ceased to attend. In 1911 an attempt was made to introduce shop practice as a part of the curriculum by having the boys go to the nearest technical high school for two hours twice each week after the close of the high school day. The kinds of work attempted in the shop were simple joinery, house-framing and stair-building. For want of funds the shop work was discontinued about the middle of the session. In January, 1912, these apprentice classes were placed in two of the technical high schools; the boys of the first two years in the Crane Technical High School, and the boys of the third and fourth years in the Lane Technical High School. Two periods were added to the high school day, and the vacant class periods of the high school teachers were so adjusted that the drawing and shop work could be done by experienced and capable men acquainted with carpentry construction. The course provided for two hours of architectural drawing, one hour of related mathematics, one hour of history and civics, one hour of English and two of shop work. The shop work for the first two years is mainly joinery, with practical lectures on the care and sharpening of tools. Some of the shop work is necessarily exercise work, but most of it is upon such projects as lockers and tables, and tool boxes for the boys. For the third year the shop work consists of house-framing, with special reference to roof-framing. The fourth year shop work is upon stair-building. In practice there is co-operation between the teachers in working out the several phases of the problem; the design in detail is developed in the drawing room, the mathematics class of the problem including work on the steel square in the mathematics class, and the project is then worked out in the shop. The purpose is not so much to make skilled workmen, for the time is not sufficient for that, but to furnish practical illustrations of standard methods of construction.

Attendance upon the classes is made compulsory by both the employers and the unions, working through their joint arbitration board. The following notice sent to apprentices shows how attendance is enforced:

Chicago, December 9, 1912.

To Carpenter Apprentices:

In accordance with the apprentice rules, you are required to attend day school during January, February and March of 1913, and the following directions are given for your guidance in this matter:

Apprentice day schools will open Monday, January 6, at the Crane Technical High School, Oakley avenue and Van Buren street, and the Lane Technical High School, Division and Sedgwick streets. Apprentices on the first and second years will attend the Crane school; those of the third and fourth years will attend Lane school.

You will be required to report January 6 at the school to which you are directed promptly at 9 a. m., and thereafter at such time as required by the principal of the school.

Attendance cards will be issued to the apprentices at the end of each week, and your contractor is instructed to deduct from your pay one-fifth of the week's wage for each day of unexcused absence; the cards to be returned to the teacher at the beginning of the week, after having been signed by your contractor.

You will be required to conform in every respect to the rules governing the schools which you attend.

No exception will be made from the above directions without a permit from the joint arbitration board.

JOINT ARBITRATION BOARD.
CHAS. THEO. GREEN, President.
J. W. QUAYLE, Secretary.

In enforcing the terms of this notice usually two days are added to the apprentice term for each day's absence from school. Working cards are withheld in special cases when absence without excuse has continued, or when misconduct has continued after fair warning and admonition. Gross misconduct, continued disregard of regulations, or failure to do the work prescribed has been punished by expulsion from the union and loss of employment.

The Influence of the Evening Schools

With the exception of the carpenters' apprentice school, the evening schools were the only public schools which attempted to meet the problem of voca-

tional training of industrial workers in Chicago previous to 1912.

For some years previous to 1910 the demand for vocational subjects in the evening schools has been steadily increasing, but in that year a special effort was made to interest both the employers and their employes in evening school work. Visits were made to some of the larger manufacturing establishments, and the subject of technical training for men in the skilled trades was taken up with the management. The result was a great increase in the number taking technical courses. Just before the Christmas holiday vacation the names of all pupils taking technical courses were secured and classified by names of employers, and letters were sent to about one hundred of the larger firms, transmitting a list of their employes who were taking these courses. Again, near the close of the term in March, 1911, the names of all pupils then in school were secured and classified by names of employers, and again letters were sent out to employers giving the names of their employes who had attended the evening school classes, with the name of the school and the subject pursued by the employe. If four or more persons employed by any firm were in school, the firm received a letter. In all 272 letters were sent, transmitting about 4,800 names. The replies received in January and in March showed a great interest on the part of the employers, one of which replies is quoted as showing the spirit with which business men generally met the efforts of their workers to add to their knowledge or skill:

January 3, 1911.

Mrs. Ella Flagg Young, Superintendent of Schools, Chicago, Ill.:

Dear Madam—We wish to thank you for your recent communication with enclosure of list of names of sixteen of our factory employes who were registered in the evening schools during the term which closed December 15.

We are much interested and gratified to receive this information. This company has the utmost sympathy with efforts of its employes for self-betterment.

We take pleasure in transmitting this list of names to the superintendent of our factory, with instructions to look out for these young men, and give them such opportunities of improving their conditions, industrially, as the circumstances in each case can warrant.

If there is anything which this company could do further, to reciprocate the courtesy shown in the transmission of this information, concerning our employes, we assure you we should be glad to do so.

Yours very truly,
UNION SPECIAL MACHINE COMPANY,
A. C. ABEL.

This campaign in the interest of evening school instruction evidently aroused considerable interest in the whole subject of vocational training, for afterwards, when the superintendent of schools was ready to suggest part-time day school work for certain classes of workers, the people who had been most active in regard to the evening school work were the first to take up the day school proposition. An example of this is seen in the Crane company.

—Machinists' Apprentices—

During the evening school term of 1910 and 1911 the superintendent of employment for the Crane company became interested in evening school instruction, and did much to encourage the younger employes of the company to take regular courses at the evening schools. About sixty in all attended. This was done also during the term of 1911-1912, but in the spring of 1912, after several conferences with the assistant superintendent of schools in charge, the company officials decided to send all of the apprentices in the machine shop to the nearest technical high school for one-half day of each week. They began attendance about the first of May, 1912. Twenty boys in all were sent, and the class has been maintained at that number ever since. The boys report at the school at 8 o'clock in the morning and are dismissed at 12, having four school periods. Two are spent in machine drawing, one on mathematics and elementary mechanics and one on English. The instruction is given by the regular teachers of these subjects in the high school. At the beginning of September, 1913, an instructor was employed who had been in charge of the

apprentice instruction in a large manufacturing plant, who was a practical machinist, as well as draftsman, and a university graduate. Another group of apprentices from other shops began attendance about the middle of September, 1913, and there are now two groups of machine shop apprentices under his care.

—Organized Labor Interested—

It was soon discovered in the course of the evening school campaign that while employers of large numbers of skilled workmen were easily interested in the subject of apprentice training, the proprietors of the smaller shops were apparently indifferent. In many lines of business such small shops are associated together for trade regulation purposes, or for dealing with organized labor, and an attempt was made to interest both organized employers and employes in the subject of definite courses for apprentices in the evening schools.

The first group of workmen to take up the subject was the electrical workers. Early in September, 1910, a committee of one of the electrical workers' unions (Local 134 of the International Brotherhood of Electrical Workers) met with the assistant superintendent in charge of evening schools in a series of conferences which resulted in the adoption by the union on October 7 of that year of a regulation which required apprentices affiliated with the union to take some regular school instruction in electricity during the time of their apprenticeship. No particular schools were prescribed in the order, but the action was intended to apply to any kind of evening school. Previous to the passage of this order, the number enrolled in the evening school classes in electricity was about two hundred, but during the term just following the attendance reached four hundred. The officers of the union also discussed with its members the question of further study by the members themselves, and many journeymen entered the classes. This method of securing school attendance on the part of apprentices was not entirely successful. Some of the boys attended and some did not. The younger boys did not attend in any great number.

(To be continued.)

SMOKE FROM MY YULETIDE PIPE

(By John B. Powell.)

Ring out false pride in place and blood,
The civic slander and the spite,
Ring in the love of truth and right—
Ring in the common love of good.

WHO that delights to bend an ear to the bells of memory does not gather inspiration from their sound, whether that sound comes sighing from gloomy groves of sorrow or sadness, or is wafting back pleasing recollections of some delightful past. It is certain that the former will not fall behind, but rather keep pace with the latter in exerting something more than a common influence to guide us in the future. Hardly human indeed would we be did we fill our souls with malice, envy or hate; we would be less than human did we hold no kindly thought or feeling for our fellow-beings. Just now is a time for those bells to ring.

Possibly some one will, in view of the odd, though euphonious title given to this article, imagine that all that follows will be a wild indulgence in fancies. Rather is it my intention to paint the Christmas life and home of the toilers of the industrial world.

Therefore let the shading for the moment, or rather the colors, be plain instead of glowing. "Open confession is good for the soul," and I would I had a faculty and could turn it with all the dexterous art and perfection commanded

by great masters of the pen. However, I shall be content if I simply reach out in the plainest terms in portraying the toilers' attitude toward Christmas, for I shall always look as I now look upon the toilers and their industrial condition, with the wish that there will come a day when their yuletide will see only the happiest of home life and industrial contentment.

At this period of the year more than at any other we are stirred to the conviction that the greatest state of good fortune and happiness the wage earners of the land can enjoy can only be insured through loyalty to organized labor.

Why?

Because I believe that organized labor is the one great essential to raising higher and higher the standard of industrial happiness and the conservation of the interests of the laboring masses. Nay more, in my search I have found it has no parallel outside of its wonderful unity and devotion. As one studies it, it seems to me that the mind is carried calmly and in perfect security to that condition of security which is almost inestimable to those who have to live "by the sweat of their brows." To such the assuring voice of all labor organizations saith: "Behold, I bring you good tidings of great joy!"

The principles of organized labor are the principles of industrial humanity. All, except the cruel and insatiate capitalists, will admit that labor's clear, honest tongue points out the paths of duty in those strenuous hours when the machinery of the mind, the mighty strength of the arm and the unwavering endurance of the physical self work harmoniously together with restless energy and courage to secure life's comforts and relief from stern necessity.

"In the sweat of thy face thou shalt eat thy bread," is the law of life, and it should be obeyed to the limit of reasonable exertion. But accepted law that it is, it does not, however, presuppose that whatever is received in payment is sufficient to afford a decent livelihood. There should be not barely enough to obtain and maintain such a material support, but enough to take into account and provide those things that remove all possible apprehension of industrial thraldom and menace to human improvement and development.

In this yuletide—the mid-winter of the year—we can see with what luxury, grandeur and gayety wealth enjoys life's pleasure, made possible by increments which have come from the laborer's work and toil, for which he has had only a pittance for pay. It is a picture to look upon and study. And we can see in this same yuletide what is nothing more than a cold, cruel counter-contrast—the weather-beaten laborer counting the grains of corn as he sits

> In his old and worn-out chair
> Smoking his pipe of clay;
> Dreaming hard of wearying care
> And many a toilsome day.

Speak of this dreamer as not of the prosperous middle class, for his earnings have been too few and too scanty to pave for him a smooth, easy roadway. Give him, however, the esteem due to those who are honest and clean in humble surroundings while realizing that not fate, not destiny, but stinging misfortune have forced them to assume the mere form and not the reality of comfort and contentment. And there are countless numbers such as he battling everywhere under similar conditions—poor living because of poor pay and long hours of labor, so long in fact that slim hope exists for even nature itself to bring relief.

With him, as with the vast number of his brother workers, is a yearning for a livelihood that will lift all out of the mire of despondency and into the gleam of fairer and more pleasurable enjoyment. With him, as with all, there is a fond hope of a brighter, happier, more prosperous yuletide if—ah, it is that "if" that stumbles in the way, for if an increase of pay had come with the increase in the cost of living, the yuletide of the poor would be a time of greater happiness and contentment.

Christmas time has come again. From pole to pole the voice of the true and truthful is exclaiming, "Peace on earth, good will to men," while in this same yuletide the voice of thanksgiving is lifted up in rejoicing that not all men have forgotten to share bread with their fellow-beings or to regard them as not all of the fallen or of the lowest of human creatures.

I would that all human wants and trials, misery and woe, were removed from the yuletide table and that all human emotions, all sympathy had the full feeling of the brotherhood of man universal, and these blessings were spread upon every Christmas table. But friend, or brother, or philanthropist, let me ask you to be strong and generous enough to at least speak in the spirit of the Christ that made the cause of the weak, the wronged and the enthralled commoner His cause, and thus be with Him receptive in the spirit of love, wisdom and true humanity.

INDIFFERENCE OF THE NON-UNION MAN

(By W. J. Shields.)

IN my article appearing in the July number of The Carpenter, under the heading "Indifference," I dealt with the subject as it applied to the member of the union. In this issue I propose to use the subject as it applies to the non-unionist. In this age, when no man can afford to stand alone, when even the strongest and best circumstanced cannot afford to separate himself from his kind, we are still confronted with the spectacle of men in the wage-earning ranks hesitating at the wisdom of uniting in the great movement conceived and dedicated to their uplift. Notwithstanding the splendid demonstrations of our efforts, and what they represent, there are those who still assume the position of "doubting Thomases," and have yet to have forced on them the necessity of affiliating with labor organizations that their condition, and the condition of their kind, may be adequately protected and extended.

The trade union movement is no longer an experiment; it has demonstrated its peculiar fitness and worth in thousands of hard-fought contests, and on progressive lines, ever aiming upward and onward. And these successes have not been the result of thorough organization, but rather the accomplishment of a partial application of the power possessed by the great dominant force, the producing mass. What would not be possible if all would act up to their best knowledge and be true to themselves and to their chosen calling!

The thirty odd years of life of the United Brotherhood has very largely been devoted to the work of organization. The results are one of the best craft organizations known to the world. It is almost impossible to find in any of the States a community sufficiently populated to support a carpenters' union that has not one enrolled on the U. B. list. Our efforts, therefore, at this time is not so much a work of organizing new unions as it is a work of strengthening, in various ways, the locals already existing. In each State are to be found bad spots, and the General President, in conjunction with his staff of organizers, are directing attention to the building up of these weak places in the structure, that the Brotherhood as a whole may be made more reliable and beneficial to all its members.

If we are to succeed in this particular we must have the earnest co-operation of the carpenters in every way possible. Surely the expenditure represents a good investment, and beyond that what more worthy cause can man devote his life to than this effort toward higher possibilities and the greater dignity of the man

who toils? Economically it is wrong to presume that every advance on the line of shorter hours or increased wages should add to the increase of the cost of living. In the annual production of the workers of our country we are informed that the producer receives but about 10 per cent. while the so-called captains of industry receive the other 90 per cent., a most unjust proportion. If the laboring class could become one great unit and work through a unity of operation, it would take but a short time to balance the cost of increased wages and shorter hours from the unjust share of production which is at present allowed the capitalistic end, and then the cost of living would in no way be affected. This change would require not only the finesse of organization, but would also demand a membership well equipped to hold the places of power and responsibility that they will be called upon to fill in times to come.

Unquestionably the greatest retarding factor to labor's advancement is lack of understanding, which is undoubtedly responsible for most of the ills that beset the labor movement. Prejudice, selfishness, cowardice, and ignorance, go hand in hand with the lack of proper knowledge. Surely there are none who have given any consideration to trades unionism or who have participated in any way in the deliberations of trades unions who do not understand its great necessity and worth. It is true that there may be found some things deserving of criticism, but the overwhelming balance stands favorable to the movement as being beneficial, progressive and at all times able to defend when defense is needed. Notwithstanding some mistakes, a brief examination will show that the trade unions have been the protector and defender of the otherwise helpless mass whose necessities as individuals would force them to a life of poorly recompensed toil. The fulfilment of the principles underlying the labor movement has at all times kept active the mind of the unionist, ever in the fight, and always equipping his understanding so as to learn how best to protect humanity and secure justice.

Space does not permit us to recount in detail the story of Labor's accomplishments. All who will can see what has been done for the workers but still the chief concern is organization. To listen to the many complaints of those on the outside would be amusing if the situation were not as serious as it is. To consider individualists in the age we live in as a potent factor for good, as compared with the united force of an organization, is to put a mob against a well-disciplined army.

In summing up the accomplishments of Labor we fail to find that the individualist element has achieved anything in a progressive way, nevertheless they show but little modesty when solicited to join a trades union in answering to the effect that they are already receiving all the benefits that the union calls for. Immediately after acknowledging the acceptance of the conditions that the unions have created, they enter such an excuse as to why they are on the outside. When one sees the wonderful record of beneficial accomplishments secured through the labor unions, and contrasts their great achievements with the utter failure of those on the outside, there can be no controversy as to where duty points. It is as plain as the day that the non-unionist should unite with the union that fights his battles and wins victories, thus releasing the labor mass from bondage. The talk of personal liberty in non-unionism is nonsense. All the betterments and changes in the lot of the toilers, all that has improved their condition, has come through organized effort.

Union men have had forced on them long ago the truth—that their liberty could only be preserved by using the force of organization to get more liberty. Where has unorganized labor ever reduced the hours of toil, extended wage scales, secured the enactment of legislation to protect child life, or woman or

man from excessive toil, or toil under unfair conditions? Where has the non-unionist interested himself in the endowment features of the union that have thrown rays of light into many a desolate home? Dangerous occupations have been made safer, hard tasks have been made easier, legislators have been made to hear and heed, and life is growing brighter in response to trades union activity. The non-unionist shares in all these benefits, but he has paid nothing, contributing neither service nor money. The better conditions, the helpful laws, he accepts, but he has had no part in the sacrifices necessary to the creation of them. It is sometimes wondered why trade unionists revolt at this lack of consistency and discriminate against such inconsiderate individuals, but in many cases with this indifferent class it appears to be the only means that can be successfully pursued, as an appeal to their intelligence or their conscience would be in vain. If a man will not work, neither shall he eat. Why should one enjoy benefits he won't help secure?

This spirit of indifference on the part of the member of the union, as dealt with in my first article, and this spirit of indifference on the part of the non-unionist as outlined in this article, is undoubtedly one of the greatest retarding factors to the great humane work of Labor's emancipation. Great as have been the achievements of the past, the future has much more in store for us, and standing on the vantage ground of past successes we appeal to members of the union, and to those not yet in the union, to concentrate their energy upon the issue of a higher unionism. There is much to be done and there is room for all in the doing.

THE BENEFIT OF THE DOUBT

(By Margaret Scott Hall.)

Could we judge all deeds by motives,
See the good and bad within,
Often we should love the sinner
All the while we loathe the sin.

KIPLING in these lines touched upon a truth in most of our experiences and intimate relations of social and business life. How impossible it is for us to know the motives prompting the questionable conduct of the capitalist in his reckless pursuit of ill-gotten gain! On the other hand, how impossible it must be for him to grasp the reason or motive for organized labor's attitude on defensive lines.

We know that organized labor is one of the biggest and most far-reaching movements of the twentieth century. Its results are its endorsements. It plays a prominent part in the steady march of human progress. While we applaud and approve its tactics, others despise and deride them. We are as impatient of our opponents' opinions as they are of ours. We delight in harassing each other, and neither side is generous enough or patient enough to give the other the benefit of the doubt!

The shafts of suspicion, criticism, hate and condescension constantly aimed at organized labor have not in the least hindered its onward march. Notwithstanding the discouragement of the money power's attitude toward the labor union, we still live. Not only that, the welfare of the world's workers proves the efficiency of organization. The antagonism of greed and monopoly also proves the potency of labor's protective policy.

We can argue for labor's side of the industrial wrangle, because knowledge, born of experience, is the genuine article, and that acquired theoretically is apt to be somewhat superficial and veneered to suit the occasion!

Organized labor's strong points are endurance and persistence. Hardships have been a large part of its program,

but they have been met courageously and patiently overcome by labor's strength of unity. Each particular emergency is dealt with honorably and intelligently, and each disadvantage counteracted promptly in the way found to be most expedient to the occasion. (We expect and require the same quality of justice toward us that we accord to others.)

The labor union thrives on "the slings and arrows of outrageous fortune." If the time ever comes when its enemies cease persecution and opposition turns into approval and fraternal co-operation for human welfare, labor union activity will halt. It will think its mission has been fully accomplished. In that far off time the Golden Rule will be universally adopted, brotherhood and helpfulness will overcome evil with good and humanity will recognize in itself one vast fraternity in which the spirit of love shall dominate.

Will ever the time come when the heart shall help the head to rule and men shall judge deeds by motives and take time to give each other the benefit of the doubt?

Not while money lust contaminates business principles; not while opposing combinations of capital remain opposed to industrial organization—counter-irritants, as it were, prejudiced against everything akin to the labor union movement.

With this interesting situation still existing, the organization of labor has sufficient incentive to keep alive, active, up and doing.

We realize that the big-wigs of finance, those monopolistic "lords of high decision," have a duty and responsibility toward the poor whom they exploit in their business. Do they realize in what measure they are made their brother's keeper? The rich man's load of human responsibility is of far greater importance to the world than his own individual grandeur, but he exaggerates his authority and loses his head in pride and arrogance. But let us who have never known either the great responsibility of wealth nor the temptations to selfishness and hoggishness incident to such possession, be generous and conservative in our judgment. We may aspire to a similar estate some time, so let us at least merit leniency of public opinion.

HOW TO CHOOSE A HOME

(By Owen B. Maginnis.)

IT is, or ought to be, the ambition of every young American man or woman, who through various circumstances are early in life thrown on their own resources, to establish a domicile or home for themselves. Perhaps being about to wed, or again, perhaps, being newly married, they do not wish to dwell in a furnished room or boarding house so they must therefore consider and plan how to select and maintain a home in which they can settle down.

We may then assume that the prospective cottage or flat dweller has, by industry and thrift, saved up a few hundred dollars, or, perhaps, has not even saved anything but is dependent on his or her weekly or monthly salary or wages: how should the commencement be made?

The choice of a home depends, of course, entirely on environment, locality and the occupation of the intending home seekers. Those in cities of large population, where rapid transit facilities to suburban districts are not available, prefer flats or apartments adjacent to their place of business or work; those resident in small towns or villages wish cottages, half houses or floors, all of which must be of moderate rental, habitable and modern; for in this age of good building in American cities the rising and work-

ing adults have been and are accustomed to good living conditions.

So we will take it for granted that a young couple are looking, perhaps tramping around a big city, searching the "want" ads of newspapers and interviewing real estate agents for a suitable flat in which to start housekeeping independently and on their own responsibility, as so many people do nowadays, and as, perhaps, their own parents did before them and were most successful.

Whether the desired home is to consist of three, five or more rooms, according to income, the choosing should be done carefully, the husband and wife acting in harmony to avoid future bickering and discontent; so now let us on to selection.

Consider neighborhood first. Let me strongly recommend all young couples starting out on the sea of matrimony to select a street and section of the city or town where decency and respectability prevail, free from drunkenness and rowdyism. Even if poor, provided the people are clean, honest and hard-working, it will be found of great advantage to start in this way.

Pick out a house with courts, halls, staircases, yards and areas free from dirt, offal, paper, rags and so forth. Rent in as modern a house as obtainable, if not fireproof, as near it as possible. Recently built flats, houses and apartments answer these requirements, but the renter can see, if he uses his eyes, cleanliness, with iron or marble, mosaic or slate stairs, metal-covered doors to halls and sufficient fire escapes. If one is to live on an upper floor, the last is a matter of moment.

Having mounted the stairs and entered into the flat, the first thing to be looked for is whether the rooms are dark or light, airy or stuffy, situated on the front or rear of the building. If possible the windows should face the street, on a corner if obtainable; any of the four corners will do, although the northeast and southeast are most desirable, as they obtain the most sunlight. In any case, see to it that all windows open to the outer air, and avoid the dark, interior rooms, which are unhealthy. When examining them note how the window sashes fit—that they do not rattle or promote draughts; also the doors, that they, too, fit closely, catch and lock and don't creak, for nothing is more annoying than those which either do this or slam.

Observe the floor boards, whether they be narrow or wide; best the former, laid closely edge to edge and free from springing or creaking. See that the trimmings and moldings fit closely to the wall plaster to preclude insects—bugs and roaches, for instance. Be sure that the plastering, especially on the ceilings, is not cracked, bulged nor sagged. Many accidents have occurred from falling ceilings, so make the landlord repair them safe and secure before leasing, renting or taking possession.

Now proceed to the bathroom and ascertain how it is equipped. Fixtures should be iron or clay enameled—water-closet bowl, bath tub and wash basin; floor, mosaic or tiled; walls, wainscoted with tile, painted or have glazed wall paper. Windows should open to the outer air or have a large, wide light shaft. Paint on woodwork should be white.

Then the kitchen, where the housewife reigns supreme; what is needed here? It should be as large as possible, especially if, as is often the case in small flats, it is to be used also as a dining room. It should be painted, not papered, equipped with plenty of closets, dumb waiter, soapstone, wash tubs, iron sink and gas or coal range, all close to each other and to the windows for light and air. Ice box should be properly drained—in fact, in this connection, it would be well to examine all the plumbing, turn on the taps and faucets and by sense of smell ascertain if any bad odors are prevalent. Should there be any, notify the agent or landlord forthwith, as there may be some defective plumbing existent.

The selection of wall paper and furniture will depend on the future occupants,

but let me suggest that stained and varnished floors with rugs are cleaner, more neat and healthier than the old-fashioned tacked-down carpet. Pictures should be hung on hooks, wire and picture moldings, not nails, which deface the walls; also, all bedroom walls, from a sanitary viewpoint, are better painted than papered.

All bells and keys should be tested and tried by the renter in co-operation with the agent or janitor, whose good will, by the way, it is wise to cultivate.

Finally, make sure of a good, light cellar or storeroom for coal, trunks and so forth, with lock and key. All of which having been done and carefully thought out before moving in, it is reasonable to assume that a comfortable home may be chosen and established in which young people settling down in life will live in peace and contentment, at least for a while.

ORGANIZATION

(By Joseph Owen.)

CAN there be any question in regard to the right of men in any branch of industry to organize to protect themselves in their trade, profession, calling or business?

We see the lawyers form their "bar associations" and set the fees to be charged for certain work and refusing to take work from the client of another member of the association unless by and with the consent of the first attorney employed. We see the "retail grocers" organize to keep "tab" on the deadbeats and to inform each other of those who are not prompt to pay. We see the "printer bosses" organize their "typothetaes" and protect each other in their contracts. We see the "physicians and surgeons" organize and protect each other in their profession. Aye, these gentlemen go so far as to refuse to wait on a patient of one of the members of their fraternity unless the consent of the first physician or surgeon is obtained. We see the "lumbermen" organize and furnish aid to each other in enforcing their contracts. We see the "ministers of the gospel" organize, form their ministerial associations, and set the remuneration to be charged by their members for services. In fact, in each walk of life organization is the theme most discussed and lauded by the various organizations as the panacea of the ills with which they are beset. This is true, reader! Go over the list of the various organizations of men in your own city and you will add scores to the short list I have suggested.

Did you ever hear of a court "enjoining" one of these organizations for any of their acts? Did you ever hear a court say that they were conspiracies in restraint of trade and must be dissolved? Did you ever hear a court say that they were criminal conspiracies, organized against the peace and dignity of the State? Certainly you did not, and justly so, because they have a right to do this; they have a right to protect themselves and one another; they have a right to protect their business, calling or profession. This is as it should be; there is no harm done society in that premises, and no harm can befall the community in respect of it. The continental army led by the immortal George Washington, fostered and encouraged by the balance of the patriots, was, simply speaking, just an organization to prevent and eliminate the abuse of the colonies by the mother country. In all these organizations, societies or combinations—call them what you will—there are earnest, sincere, honest and forceful men who are fighting, and rightfully, too, for the benefits to be gained through such organized, concerted and collective efforts.

Going further in this discussion, do the workers realize that they are the pioneers in this movement? Do you, reader, realize that your organization was formed years and years before these people ever thought of concerted efforts? Do you, reader, realize that they are simply so many copies of the thoughts you and yours conveyed to them through your organization, laws and discussions? Such is the fact which cannot be rebutted; and this being true, is it not peculiar that today, among all these organizations, the friends of the unions can be counted on the fingers of your two hands, and conversely, its enemies are as legion as the legs of thousands of centipedes?

What think you is the reason of this? Have we then only the right to bask in the shadow of the light cast by those whom we were responsible in showing the benefits of organization? This is not the reason, and it should be apparent to all. The reason, my brother—and it ought to be self-evident to each of us—is that we do not render the respect, consideration and courtesy to each other and to our organziation which both ourselves and our organization should receive.

We have in the past allowed "General Apathy" to be the commander in charge of the troop of our thoughts. Yes, we can go further and remember hearing some brother speak sneeringly of the organization and sarcastically of the efforts of the men who were guiding its destinies to outsiders. Yes, and possibly some of us can remember that we did not say a word in defense of the organization or a word in defense of the men who were working hard, zealously and honestly for our trades craft at that time.

Another peculiarity of our movement is, that you cannot go into any village, town or city where we have an organization and find an advocate and champion for our movement among the public press. Too often you find nothing but condemnation and criticism hurled at us. And, my brothers, on the other hand, in these very papers, there is always space to publish and laudatory remarks to commend the efforts of many other organizations such as I have enumerated above.

We have had to depend on our own trade papers, and on our own discussions, and on our own efforts to scatter and disseminate the doctrine and propaganda of the trade union movement in the highways and byways of life. We have had to look for the silver lining of the clouds with our own eyes and render help and succor with our own hands. Through our own efforts we have survived the militant storms, the unfair decisions and the senseless criticism hurled at us; and only through our own zeal, honesty and singleness of purpose can we hope to continue, endure and survive.

So, then, my brothers, I say to you, be true to yourselves and your organized creed; be forceful and truthful to those who have joined hands with you; learn to say "no" as positively and graciously when it would harm your organization as you can say "yes" when it helps you or your organization; stand squarely on both feet for the good of the cause; read more of the trade periodicals which come to your hands, and don't bottle up the knowledge thus gained; disseminate it and thus make life brighter, healthier, happier and better for those earnest workers who are co-operating with you in the greatest world's work ever attempted by men who only have their brain and brawn as capital to accomplish the toiler's emancipation from every kind of injustice.

Quietus

Man and his strife, and beneath him the earth
In her green repose.
And out of the earth he cometh, and into the earth he goes.

Oh, sweet at last is the silence! Oh, sweet at the warfare's close,
For out of the silence he cometh and into the silence goes!

And the great sea round him glistens, and above him the great night glows.
And out of the night he cometh, and into the night he goes.

—William Watson.

WHO IS TO BLAME FOR INFERIOR MATERIAL?

(By E. H. Clark.)

IF your lumber dealer sends a load of material to your job, inspect it very carefully, and, if it corresponds with your specified class of stuff which you figured on in that particular construction, keep it. If it does not come up to the standard requirements, as specifications imply, then have it returned to the dealer. It is a very general custom for a great many lumber yards to force inferior stuff on a contractor if by any possible means they can do so. In this way, very often, unfair advantage is taken of both the contractor and the man who is paying for the building. I never knew of a building projected, or in the course of construction, that the owners were not in a hurry for its completion, that they might have the pleasure of its occupancy. This condition is quite natural of course; and it is usually right here, at this critical moment, when minutes are money, that the dealer gets in his work. He knows you cannot, or probably will not, wait until he can get better material, and, under the stress of the moment, rather than have an annoying and expensive delay, the inferior article is used. It always causes trouble, breeds excuses, useless explanations, affected apologies and a strenuous effort is required to cover up such defects.

If a universal determination to use good stuff would take hold of the builders of this country it would, eventually, be of the greatest help and benefit to them. If a dealer's customers would insist, and continually insist, on rejecting and returning stuff which did not come up to specifications, do you know to what it would very quickly lead? It would lead to this: At the next call of the wholesale lumber salesman the dealer would say: "Don't send me any more of that class of stuff, for the people won't have it; I can't sell it." Then we would get better material. Some rural dealers charge just as much for junk stuff as they do for good material. Have you not found that to be true? The people use building material and the people are the ones (the consumers) to say what they want and what that shall be. I do not know the conditions in cities, but I am speaking of the lumber situation in small towns—in the rural districts.

Of course, as long as the people stand for this method of doing business it will continue. All that is needed is some one to push the first one over and it will knock down all the rest—like a child's play blocks. If you were going to build a house would you not want it to be all that it should be? Of course you would. You would insist on first-class material and would so specify in your contract. One great trouble I have found in my experience is, that people don't want to pay for a good job. They expect much for which they want to pay little.

A contractor who is honestly interested in his business will not figure on a cheap house. Do not misunderstand me. He cannot afford it. He should figure on good, honest material and then use that kind. When anyone attempts to palm off a substitute on you, don't accept it. You injure yourself whenever you do a thing like that. One of the most satisfying things in the building business is to be able to get what you want when you want it. And all of us can do this if we insist upon it. Truly we are to blame for what we use. We can cure it—we don't have to endure it. Do you get the idea?

Was That Somebody You?

Somebody did a golden deed,
Somebody proved a friend in need;
Somebody sang a beautiful song,
Somebody smiled the whole day long,
Somebody thought, "'tis sweet to live."
Somebody said, "I am glad to give,"
Somebody fought a valiant fight,
Somebody lived to shield the right,—
Was that somebody you? —Selected.

A MECHANICAL IDIOSYNCRASY

(By Owen B. Maginnis.)

H! the peculiarities of mechanics, and is it any wonder they are often incomprehensible to the student and sometimes even to the experienced mechanic himself. For instance, take an ordinary two-foot rule, open its four folds and lay it, outside up, on the bench before you and what will you find?

First: That the figures of the inches are all upside down from the 1 to 23, leading from left to right.

Second: There is no 24, so the last inch might be any size. So you must take it for granted that the whole twenty-four are there; that is, if the makers put them there, which, let it be said to their credit and our money, they always do.

Third: Fold or close up the rule at the joint to make a twelve-inch length, and what do we behold? Lo! instead of twelve inches or one inch we see twenty-three inches marked when it is really only one inch. Read on to the right. Instead of the numbers increasing as the inches increase, they diminish from 23 to 13, 18 being absent. There are not twelve inches; there are really as marked thirteen and, to the right-hand end, fourteen as numbered, hence a peculiarity scarcely believable yet actually a fact, and the subdivisions are up.

Fourth: The bottom figures are again inverted and no 12 visible, wherefore we know not, nor do we understand why not.

Fifth: Turn the rule over and on top line it will be found the figures are again 23 and the measuring stick "skidoos" or repels you. On the bottom the 1 to 11 are upside down again and no 12. Surely this is an extraordinary instrument!

Sixth: Open the rule to its full four-length folds and once more the figures are inverted, decreasing from 23 to 1 instead of from 1 to 24 and the halves, fourths, eighths and sixteenths are away from the measurer, compelling him to stand and look over the rule to the detriment of his or her back.

Seventh: Turn to inside the figures and all the reading, maker's name and all are downside up.

Eighth: Close it to twelve-inch length: same result, top figures decreasing, bottom ones top side down.

Ninth: Close to six-inch fold, outside at ends or on top it numbers from 5 to 1, bottom 61 to 23. On reverse side top 17 to 13, bottom 7 to 11, counting to joint.

Tenth: The whole instrument is a lie on its face and is so unfair as to lead to error and wrong measurements.

Eleventh: Cannot some one improve or remedy this tried and true and yet false old measuring stick? Surely it is worthy of improvement, yet great things have been done with it.

VALUABLE FEATURES OF TRADE UNIONS

There is no law limiting the scope of trade unions; neither is there any artificial barrier to check their usefulness, growth and development. The functions and beneficence are as broad as the universe, and as protective as human ingenuity can devise. With growing intelligence and the elimination of narrow selfishness, the trade unions can fulfil a mission, overshadowing the best and noblest traits of human endeavor and character in the world's progress.

The scope of a trade union, as constituted at present, embraces many valuable features:

It Is a Protective Organization.—It raises wages and prevents reduction; it equalizes wages for equal work per-

formed; it endeavors to secure a living to all; it establishes a minimum wage for common work; it restricts cut-throat and unfair competition.

It Is a Fraternal Association.—It sympathizes with the sick and afflicted and the unemployed by the payment of stipulated benefits; in cases of special distress the help extended is of a substantial nature.

It Is an Insurance Society.—The cooperative insurance in cases of death and total disability is superior and less costly than the rates charged by the ordinary insurance company, with a class of high-salaried officials and agents absorbing excessive premiums. It is mutual, safe and economical.

It Is a Savings Bank.—The trade union enables the worker to deposit weekly small sums of money in the shape of dues and assessments, which are returned to him when most needed; when sick, out of work, traveling, etc. The deposits draw interest for the benefit of all members.

It Is a Legislative Body.—It plans, adopts and amends a constitution and local by-laws without any interference and advice from outside parties. Mistakes can be rectified speedily whenever necessary. There is no conflict of interests of any appreciable extent; local differences can be adjusted in the interest of the general welfare, viewed from a broad standpoint.

It Is a Direct Legislation League.—The initiative and referendum, which are the cardinal features in the structure of the constitution, enable a small number of unions to propose amendments and substitutes. They are submitted to a referendum vote, with or without any discussion, as the case may be, and approved or rejected. This form of legislation is simple, direct and effective.

It Is a School on Economics.—The Manchester School of Political Economy, from Adam Smith to the present day, has evolved a school of doctrines and critics of all shades and colors; it has evolved a system of speculative philosophy not based on concrete cases and facts. Numerous books have been issued on the functions of capital, the value of labor, the rate of wages and profits, the laws of supply and demand, of exchange, finance, etc. The trade union has, in the attempt to improve the condition of the worker, exposed their economic fallacies. It is developing a new school, which is based on facts and scientific investigation.

It Is a Debating Club.—The business of the union, be it of a routine character or of a more complicated nature, involving questions of vital import, requires discussion and deliberation. Points of order are raised which require careful decision; the motions under debate are amended and substituted. Parliamentary skill is brought into play; the natural abilities of the members as debaters and parliamentarians are developed by constant practice. The progress made in this direction, in the course of years, is of vital influence in the affairs of the nation.

It Is a Trial Court.—The rules of the union require, for the management of its affairs, the enforcement of discipline and obedience to the laws enacted by the majority. Punishment as a deterrent, in the shape of fines, suspension and expulsion from membership, form a part of the laws. The right of trial and defense is accorded to every member, with the privilege of appeal from one court to another, reaching a final decision in the highest court.

It Is an Industrial Democracy.—The object of the trade union is primarily industrial. It aims to elevate the economic conditions which affect the welfare of the workers upon a higher standard of usefulness and efficiency. The ideal is equity, based on a full measure of justice, compatible with the general welfare. From these objects it can not depart without destroying the foundation upon which its structure is reared.—Cigarmakers' Journal.

THE PIPERS' STRIKE IN ANCIENT ROME

As the public mind is now much occupied with the subject of strikes, perhaps a brief account of a notable strike that occurred in Rome in the year 309 B. C. may not be without interest.

The pipers in ancient Rome were originally a small company whose duties were to furnish solemn music at the public sacrifices and at funerals. In virtue of their quasi-religious character they dined at the public expense in the temple of Jupiter. But in process of time and with the growth of luxury, it became the fashion to engage their services for private entertainments. With this increasing demand their numbers greatly increased, and they began to be looked upon as mere hired musicians. So in the year mentioned the censors deprived them of their daily dinner in the temple. The touchy artists took this in high dudgeon and to a man picked up their pipes and marched out of Rome to Tibur (now Tivoli).

The Romans were struck with consternation at this unlooked-for coup, not for the loss of the music, but because no sacrifice could be offered without the proper devotional tootings, and without sacrifices no campaign could be begun, no army march, no consuls be inaugurated—in a word, all public and much private business would be at a standstill.

The Senate, recognizing the gravity of the situation, dispatched envoys to the Tiburtines, entreating them to send the pipers back. The Tiburtines were willing to do what they could and, assembling the strikers in the curia, besought them to return. The pipers said that there was nothing to arbitrate; if their temple dinners were restored they would go back—on no other condition would they budge. The Tiburtines, a superstitious generation, did not dare to use force with the men, who, whatever their failings, has a sort of semi-sacred character.

A council was called to discuss the matter. In the discussion one citizen remarked that pipers were notorious wine bibbers (vina avidum genus) and that in that weakness might lie the solution of the difficulty. The council caught the idea and proceeded to act upon it. On the next holiday all the wealthy citizens gave musicales, at which they supplied the musicians with wine so liberally that they lost consciousness of sublunary things, upon which the Tiburtines loaded them on wagons, drove them that night to Rome and left them still fast asleep in the forum.

Great was the joy of the Romans the next morning to find their pipers back. They besought them never to leave them again, restored the temple dinners, and gave them and their successors for all time to come the privilege of celebrating their victory by marching in solemn procession through Rome every year on the ides of June, piping triumphantly. And this festive celebration continued certainly for 300 years, and possibly for 600.—Organized Labor.

A PORTLAND LABOR SERMON

On the Sunday preceding Labor Day the members of the Portland, Me., Council of the U. B. and the millmen's unions of that city were present by invitation at the Pine Street Methodist Church and listened to a special labor sermon delivered by the pastor, the Rev. G. C. White. The sermon deeply impressed the union men who were present, and at the request of Portland brothers we publish in The Carpenter the more striking passages. Mr. White took for his text the words: "Woe unto him that buildeth his house by unrighteousness, and his chambers by injustice; that useth his neighbor's service without wages, and giveth him not his hire." The subject of the address was "Jeremiah and the Contractors."

After having sketched the growth of

civil and religious freedom and the rise of an industrial democracy the speaker said an era of industrial emancipation was at hand.

"Industrial feudalism must pass from the earth," he said. "We are seeing things more clearly. What is right for the employer is right for the employe. Protection on the one side must be met with equal safeguards on the other. The right to hire or not to hire is an inalienable right. The right to work for another man, or not to work for another man, is equally sacred. If an employer declines to accept the conditions of a closed shop, that is his right, but he must abide the consequences. If on the other hand the union declines to work for him, they are entirely within their rights. However, an employer and a group of employes may enter a closed shop agreement, and I can hardly see where it is any conspiracy.

"This additional consideration must be borne in mind, that neither an employer nor a group of employes have any right to paralyze and endanger the safety and health of an entire community. The State has certain functions and prerogatives at this point, but these can be cared for through a nonpartisan board of arbitration. The closed shop has often been a necessity. Again and again employers have determined that they would hire non-union men; certainly they have a right to say that they will hire only union men. It is as broad as it is long. The closed shop, however, is a means to an end, and I hope we may see the day when it will not be at all necessary.

"The text cries out against the unjust contractor but the responsibilities are mutual. The crimes are not all on one side; the adjustments are increasingly difficult. An honest day's work for a living wage is not the highest standard. The wage scale is an intricate problem, but we are making headway. Formerly there was no adjustment. The employer bought labor for almost nothing simply because the laborer had to live and was at the mercy of the rich man. The toiler was given a 'living' of the poorest sort, simply because dead men cannot do a day's work, and men, like horses, have to be fed. The living wage is but an improvement in degree over slavery, for the slave had his living, however meager, and it puts the laborer at the mercy of circumstances.

"Surely this is the better standard: 'An honest day's work for an equitable share in its output.' Of course this all hinges upon the word equitable. The man who puts in the brains and the money cannot be forgotten; neither can the man be neglected who puts in brains and brawn. Scientific study and brotherly love must in time work out this adjustment.

"Co-operation will never entirely abolish the wage scale. Many services cannot be figured on a basis of profit and loss. In all the professional walks of life a man on his own initiative should be allowed to command the highest return that society is willing to pay him. But in the industrial world, I believe co-operation will supplant the wage system.

"Stimulus for our task springs largely from actual participation. Wage earners are working for other folks. A system of co-operation united to, or rather built upon, the teachings of Jesus will in time correct all the social and industrial evils of humanity. Give all men clean hearts and the fellowship of Jesus Christ; let them realize that they are partners together with God and with one another, and heaven will not be so very far away.

"Men, our problems are much the same. Let us understand one another and work together. See to it that your best men stand loyal to your work. If a good man stays away from a meeting or attends in silence, while unworthy men gain the ascendency, he is hardly in a position to criticise what has been done. In politics and in the unions too many good men have been too careful of their goodness and have kept it strictly at home. Many evils of unionism have arisen because good men have kept silent while selfish men led their fellows into rash and unjust action."

What Are We Here For?

What are we here for, brothers mine,
Upon this road of life?
What mean for us the stars that shine,
The fields with beauty rife?

What power hath truth to stir our zeal?
What cry hath human need?
'Mid earth's conflicting woe and weal,
What voices should we heed?

What are we here for? Here to grow
In every grace divine!
The beauty of the world to know,
And in its beauty shine.

To follow Truth where'er it lies,
Through loneliness and scorn;
To hold earth's bounty equal prize
Of every child that's born.

What are we here for in this maze
Which no man yet hath solved?
Here to achieve the noblest days
Since first the sphere revolved.

Not ours to dull the soul with mirth,
Outdrowning human groan,
But ours to sublimate the earth
And bring Man to his own.

—Selected.

Editorial

THE CARPENTER

Official Journal of

The United Brotherhood of Carpenters and Joiners of America

Published on the 15th of each month at the CARPENTERS' BUILDING Indianapolis, Ind.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, PUBLISHERS

FRANK DUFFY, Editor

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INDIANAPOLIS, DECEMBER, 1913

At the Year's End

Once more the season of Christmas is upon us, and once more we turn, for a moment, from the daily task to wish the vast membership of the United Brotherhood as heartily and cheerily as we know how **"A Merry Christmas and A Prosperous New Year."**

And, in addressing that soul-filling old phrase—crusted with the frost of many memories—collectively to the membership of such a large organization, one is forced to remember that the festive season which is upon us holds its different meanings for different men.

Life does not stand still! As the days pass we come, whether for better or for worse, nearer the fulfilment of our appointed destiny. Plodding up the years our attitudes towards recurring Christmases change. Our joys and sorrows, our hopes and aspirations, aye, even our very environment, mold us so that we become more soberly responsive to the Christmas spirit. Above the cheerful noises, inseparable from the festive season, we hearken to the voices of memory. They sing to us of vanished hopes, departed friends, of memories grave and gay, and we would not willingly break the spell woven by their melancholy music.

It is in such quiet moments and moods of Christmastide that most men who are still human strive to reconstruct their ideals; to save, as it were, something worthy from the fast-flowing current of the years. The impulse to reach the much-desired goal grows stronger, and there is something in the magic of the mellow season which bids us take heart.

In our Christmas thoughts the welfare and progress of the United Brotherhood should have a place, for the spirit which Christmas generates is singularly in accord with that spirit of fellowship which is the guiding principle of our organization—as it is of trade unionism in general.

What have we done to further the cause of organized labor in the year that is drawing to a close might be a fair question to ask ourselves. Have we been neglectful of our duties in attending the meetings of our local or in other ways; have we been timorous and held back in times when our advice and counsel were needed? Or have we been dutiful and courageous at all times and faced the world bravely, with something of that spirit which—in Browning's phrase—animated one

"Who walked breast forward,
Never doubting clouds would break;
Held we fall to rise, are baffled to fight better,
Sleep to wake!"

Chicago's Vocational Schools

We publish elsewhere in this issue of The Carpenter an address delivered by Mr. W. M. Roberts, district superintendent in charge of the Chicago vocational schools, at the recent Grand Rapids convention of the Society for the Promotion of Industrial Education. Mr. Roberts's detailed account of Chicago's successful experiment along vocational lines will, doubtless, be read with interest by very many members of the United Brotherhood, even by those but remotely interested in the subject of industrial education, for the plan adopted by Chicago, as we see it, is a really sincere, coordinated and comprehensive attempt to settle the question of vocational training on a basis satisfactory to all concerned. It accomplished that aim at the outset by winning the good will and endorsement of the trades union, the employers' organizations and, of course, the Chicago school board. Since put into operation it has proved workable and admirably suited to trade conditions in that important industrial center.

The scope of this plan, which enables a large body of apprentices to attend Chicago public schools and get a good grounding in subjects which have a direct bearing upon their work in the trades of carpenter, plumber, machinist and electrician, may best be gathered from a reference to the carpenters' school, which was the first of the four trade schools to be established. The main features of it, as will be seen from Mr. Roberts's address, are as follows: According to the agreement drawn between the Chicago District Council of the U. B. and the Carpenter Contractors' Association it is agreed that apprentices be "laid off" during the first three months of each year to attend school; that their regular apprentice wages be paid them during that period, and that the attendance of the apprentices at school, covering the four years' course, be made compulsory by both the employers and the unions working through a joint arbitration board. This board has also devised an attendance card system and provides a scale of fines for unexcused absence well calculated to keep the attendance up to the required standard.

Mr. Roberts's paper very plainly illustrates the fact that industrial training in modern America can only reach its highest point through the co-operation and assistance of the different trade unions involved, for he shows that it is only through the regulation binding apprentices affiliated with unions to take the required course that the best results can be obtained. The readiness, too, with which the unions became interested in the plan adequately disposes of the statements often made that union men are not as deeply concerned about this question as they should be and goes far to show that any sensible plan, of a practical nature, calculated to increase the skill of beginners at a trade will meet with the hearty support of the trade union of that craft.

The carpenters' apprentice school at Chicago has now passed the experimental stage. We are glad to note that it is no longer necessary to "pick up" instructors to teach during the brief three-month term; that the course of studies has been broadened but not rendered too diffuse, and that earnest, capable and practical men are guiding its destinies. This also holds true of the other Chicago trade schools, as it will be seen from Mr. Roberts's address that since their inception they have progressed along similar lines. Thus we see that Chicago of today has a vocational school system that is not of the "half-dead and alive" type, but germinating, flourishing and growing, molded by local conditions and influenced by local industrial needs.

And yet it must be borne in mind that the Chicago vocational school is still comparatively in its infancy. In the course of the next few years we may reasonably expect it to develop a greater surety of accomplishment and find that it may more firmly adjust itself to meet

arising trade conditions. Indeed, we should not be surprised in course of time to find a co-ordinated national system of industrial education perfected along lines similar to the Chicago plan.

In Germany, for instance, where the trade school has reached such an efficient point that they have a law which compels employers to allow their apprentices to attend the "continuation schools," the trade school administration works in harmony with the labor exchanges and thereby assists the youth of the nation to choose trades that are not overcrowded or that are tending to become so, and thus an endeavor is made to regulate the haphazard distribution of workers by a balanced system.

The Chicago plan, we believe, has infinite possibilities if it is kept close to the very practical lines on which it has progressed so far. Its greatest danger lies largely in allowing it to fall into the hands of educators with pet educational theories, far removed from the average needs of the intelligent young artisan. But we do not anticipate anything of that kind. It has made a good beginning. With capable, far-seeing men on the joint arbitration boards—union men and employers—expediency, accomplishment, and the necessity of the thorough training of youths in the essential requirements of their chosen trades, will always be kept in view.

The A. F. of L. Convention

The thirty-third annual convention of the American Federation of Labor, which recently terminated at Seattle, Wash., may, without exaggeration, be regarded as the most influential and important of any held thus far in the history of the American labor movement. During the sessions which covered a period of two weeks an extraordinary amount of work was performed with surprising swiftness, dispatch and intelligence, in a way that reflected the utmost credit on the large body of assembled delegates.

Never, we believe, was a labor gathering accorded more publicity, newspapers all over the country "covering" the proceedings in a manner fitting such an important event. Especially was this noticeable in the early days of the convention when the ringing words of President Gompers, the epoch-making speech of the Hon. William B. Wilson, and the instructive addresses of fraternal delegates were widely published (in substance), thus bringing clearly before the eyes of the public the truly humanitarian aims and objects of trade unionism. Many of these addresses we deem of such importance that we shall reproduce them in an adequate manner in the course of the next two or three issues of The Carpenter.

Much of the valuable time of the convention was saved by the new plan of combining the official reports and issuing them as the report of the executive council. This made a comprehensive document of 117 pages, covering every branch of trade union endeavor. From the introduction to the report we quote the following:

"The past year has been one of most gratifying progress and steady growth for the trade union movement of America. During the year the affiliated membership of the American Federation of Labor reached the two-million mark, passed beyond, and is surely and steadily advancing toward the new goal—the three-million mark. Not only has there been progress made in numbers, but for the increasing numbers there have been increase in wages, shortening of the workday, improvement in sanitary and general conditions under which the work is done, better protection for the life and health of the workers. These are fundamental factors in determining the standard of living prevailing among working people—the greater proportion of all the people. The test of the degree of civilization of any nation is the standard of living generally prevailing. There can be no question of the statement that the general standard of living among Americans has been raised year after year. The things which today are held to be necessities were deemed lux-

uries a decade ago. Furthermore, there can be no question of the statement that the organized labor movement of America has been the most potent force in bringing about this higher standard of living now prevailing among the American workingmen and women and those dependent upon them. It is the only effective defense that stands between the organized workers and oppression and injustice, the common lot of the burden-bearers of the world.

"The trade union movement of America is a very real part of the lives of the workers, a living thing whose spirit has quickened the instincts of free manhood and womanhood and has been the persistent protestant against conditions which oppressed the underpaid and undernourished, stunted souls and scarred bodies. In addition, it has been the means of freeing the minds and the souls of men—this is its greatest service to humanity. The spirit of the trade union movement has made straight the bent back; it has made of the one formerly a mere suppliant for favors, a free individual, unafraid, calmly and insistently demanding justice; it has freed the wills of men."

A synopsis of the above document will be found in the report of the U. B. delegates published on another page. The report of the delegates also admirably covers the disposition of all jurisdictional controversies affecting or bearing, in any way, upon our organization. From it one will see that the U. B. fared well in the settlement of the trade controversies in which it became involved, some substantial victories having been scored.

One of the many important acts of the convention was its refusal to go on record as favoring the immediate organization of a political labor party, a resolution to that effect, submitted by Delegate Berry of the Pressmen, being defeated by a vote of 193 to 15, the convention acquiescing in a declaration of principles on the subject recommended by the resolutions committee, which read as follows:

"We believe the time has not arrived when with due regard for the economic movement a distinct labor political party should be formed.

"We are confident when our present political activities have suitably matured, a new political party will be the logical result—a party in which will be amalgamated the reform and humanitarian forces which will represent and stand for the protection and supremacy of human rights, giving legislative expression to the sound economic and political position that the producers of wealth are entitled to their full share of the value thereof and as opposed to a party in which may be found the forces representing and holding supreme the so-called rights of property and whose legislative goal would be the guarantee of continuation of the system which put the dollar above humanity.

"For the present we recommend continuation and development of labor's non-partisan political position."

Among the most interesting jurisdictional contests of the convention was that which resulted from the Electrical Workers' controversy, the "regulars," or McNulty branch, coming out victorious. Another was the denial of the jurisdiction and control of the newsboys' unions sought by the International Printing Pressmen. In the report of the adjustment committee, the contention of the executive council that the Brewery Workers had jurisdiction over beer wagon drivers, was affirmed, but it was also held that it not extend to the mineral water and soft drink drivers. The committee's report was adopted despite the objections of the Teamsters' Union.

Attempts to put the Federation on record as favoring industrial unionism rather than trade unionism failed. The great strikes in Colorado and Michigan were endorsed, and the executive council was instructed to investigate charges that copper companies in Michigan are holding land taken from the public domain by fraud, and if this is substantiated, to demand that the government institute suit. Other important resolutions were adopted instructing the en-

forcement of the tariff regulation against convict-made goods; favoring the establishment of free legal advice bureaus to protect workingmen from unscrupulous lawyers, and urging Congress to make the Chinese exclusion act cover all the Asiatic races and asking an appropriation for immigration stations on the Pacific coast, as well as providing for a publicity bureau of the Federation to give information abroad as to the exact working conditions in this country.

A remarkably comprehensive legislative program will be pushed by the Federation in 1914 according to the instructions given the executive council and legislative committee.

The election of officers occurred on the last day of the convention and resulted in the almost unanimous selection of the outgoing officers. John Mitchell voluntarily retired as second vice-president, as did William D. Huber as fifth vice-president. They were succeeded on the board by President John P. White of the U. M. W. of A. and General Secretary Duffy of the U. B.

For delegates to the British Trades Union Congress W. D. Mahon, international president of the Brotherhood of Street and Electric Railway Employes, was elected over Frederick L. Wheeler of Los Angeles by a vote of 14,603 to 3,834. For second delegate to the British Trades Union Congress, Matthew Woll of the Photo Engravers' Union was unanimously elected. Mortimer Donoghue of Butte, Mont., was chosen delegate to the Canadian Trades and Labor Congress. Philadelphia was chosen as the 1914 convention city by a vote of 10,634 against 8,432 for Fort Worth, Texas.

Waste Wood a Source of Profit

Waste wood in the manufacture of school desks is now being used for the backs of cheap brushes, according to the statement of the forest service. A large manufacturer of school desks in Michigan had a considerable amount of waste material in sizes which were too short to enter into the manufacture of the smallest desks and could not be utilized further with his machinery or in his line of work. This material was all hard maple in pieces an inch thick, a foot or so long, and about three inches wide; for a long time it had been consigned to the waste pile and sold at fire wood. This waste amounted to from one thousand to fifteen hundred board feet each day. A nearby manufacturer was using practically this quantity of maple, which he was sawing up into small pieces for making the backs of cheap brushes. Members of the forest service, investigating methods of eliminating factory waste, conceived the idea that the blocks used by the brush factory could be readily secured from the waste of the school desk manufacturer, and on this basis got the two together. Arrangements were made so that the brush manufacturer now places orders with the other firm for its raw material, and what was formerly waste is now a source of profit.

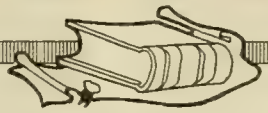
A Friendly Mayor

The mayor of Pittsfield, Mass., recently demonstrated his friendliness to organized labor. Provisions had been made to erect a new school building and it was learned that several non-union concerns were looking forward to securing the contract. The Carpenters' Union took the matter up with the mayor, and as a result when bids were advertised for one of the requirements was that union labor should be employed throughout. The reason which actuated the mayor to take this stand, according to his own story, was that at one time he had been a textile worker and remembered the hardships the men and women of that craft suffered through long hours and small wages because of lack of organization.

Maritime Pine Seed

One hundred acres on the Florida national forest will be sown to maritime pine seed this fall. Maritime pine is the source of the French turpentine industry.

Official Information



GENERAL OFFICERS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

General Office,
Carpenters' Building. Indianapolis, Ind.

General President,
JAMES KIRBY, Carpenters' Building, Indianapolis.

General Secretary,
FRANK DUFFY, Carpenters' Building, Indianapolis.

General Treasurer,
THOMAS NEALE, Carpenters' Building, Indianapolis.

First Vice-President,
W. L. HUTCHESON, Carpenters' Building, Indianapolis.

Second Vice-President,
ARTHUR A. QUINN, 225 State St., Perth Amboy, N. J.

General Executive Board,
First District, T. M. GUERIN, 290 Second Ave., Troy, N. Y.

Second District, D. A. POST, 416 S. Main St., Wilkes-Barre, Pa.

Third District, JOHN H. POTTS, 646 Mellish Ave., Cincinnati, O.

Fourth District, JAMES P. OGLETREE, Exchange Bldg., Memphis, Tenn.

Fifth District, HARRY BLACKMORE, 4223 N. Market St., St. Louis, Mo.

Sixth District, W. A. COLE, 129 Henry St., San Francisco, Cal.

Seventh District, ARTHUR MARTEL, 1399 St. Denis, Montreal, Que., Can.

JAMES KIRBY, Chairman

FRANK DUFFY, Secretary.

All correspondence for the General Executive Board must be sent to the General Secretary.

-:- Our Principles -:-

Resolved, That we, as a body, thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

Union-Made Goods

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organizations they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

Labor Legislation

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting but party politics must be excluded.

Immigration

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

Faithful Work

Resolved, That we hold it as a sacred principle that Trade Union men, above all others should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Shorter Hours of Labor

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

Miscellaneous

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.

Report of First General Vice-President Hutcheson for Quarter Ending September 30, 1913

Indianapolis, Ind., October 13, 1913.

Mr. James Kirby, General President, United Brotherhood of Carpenters and Joiners of America—Greeting:

I herewith submit my report for quarter ending September 30, 1913:

I am still working on the mill information in an endeavor to ascertain and compile data regarding the working conditions of the inside men of all the different districts and locals where no District Councils exist and getting a list of the firms in each on whose products the label is being used and where a schedule indicates that the conditions in the mills are such that will permit of the use of the label I am recommending same.

To the District Councils and locals who did not return my schedule as to the working conditions, I sent a circular asking that same be hurried forward. There were some 800 of these second circulars sent out and there now remains 500 bodies from whom I have been unable to get any information.

I sent circulars recommending the use of the label to some thirty-five locals and District Councils, and as a result I have received a few applications.

As a result of my endeavor to secure the name of all firms on whose goods our label is used, I have compiled a list of 337 names, with what they manufacture, and in most cases the number of men employed, the hours worked, the scale paid, whether or not they are working under agreement, and the kind and number of label used. Of these 337 firms my list shows that 210 are engaged in the manufacture of general mill work, that is interior and exterior trim, sash, doors, and some furniture and fixtures when ordered; seventeen in beer, packing and cigar boxes; six in general planing mill work; fifty-eight in bar, bank, store or office fixtures and furniture; twenty-two in miscellaneous products and novelty products, and thirty in china closets, sideboards, etc.

The new application blank for the label which I have gotten out and am now using makes it necessary for the applicant to give all this information before the label is granted them. It also gives full information regarding the label and its use, and gives the prices of the different kinds of labels.

In the past our electrotype cuts and steel die cuts of the label have not been made up in strict accordance with the constitution, as has the rubber stamp, but the matter of making both in strict accordance with the general constitution has now been settled and in the future will bear the district and factory number.

I have had by-laws, trade rules and amendments or revisions to same submitted for consideration, made corrections or additions to same, approved and requested that a printed copy be submitted in the usual way. (Of course, some difficulty and delay is experienced in getting these maters settled and the printed copies on file.) I have received and filed some fifty copies of new laws.

Aside from the foregoing work done at the General Office, I have made several trips in the interest of our organization. I attended a meeting held in Lansing, Mich., called for the purpose of forming a State Council. The meeting was well attended by delegates from the majority of our locals. A constitution was adopted and sent out for the referendum vote of the locals represented.

On August 18 I was at a meeting of Local 116, Bay City, Mich. They had a well attended and enthusiastic meeting. The local is in a prosperous condition and the membership is increasing, they having secured a 5-cent-per-hour raise in wages and a Saturday half-holiday on May 1 without loss of time or trouble.

August 20 I addressed a well-attended open meeting of Local 335, of Grand Rapids, Mich., at which time they initiated twenty candidates. They had been having a campaign for new members and increased their membership to a large extent. I believe the money ex-

pended by the G. E. B. for organizing purposes in that city was well invested, as it has apparently awakened a new interest in our membership and I believe they now see the need of taking and keeping up the work of organization with the end in view that they may be able to control the situation as to the work of our craft.

After having a considerable amount of correspondence with Local 565, of Elkhart, Ind., in reference to the issuance of a label for the use of Winey Brothers' mill of that city, I visited Elkhart and after consulting a committee from No. 565, called on Mr. Winey, of the company. After a short conference he agreed to meet the committee and enter into an agreement with them, which he did, and our label is now used on the products of this company.

I visited Michigan City, Ind., where our members of Local 1293 had been experiencing some trouble in getting the Root Manufacturing Company to agree to conditions that would enable them to use our label on their products, but they have now an agreement and are using our label and our locals in that city are in a very prosperous condition.

In closing I desire to extend to you and the members of the G. E. B. and our entire membership my appreciation for assistance rendered.

Yours fraternally,

WM. L. HUTCHESON,

First General Vice-President, U. B. of C. and J. of A.

Report of Second General Vice-President Quinn for Quarter Ending September 30, 1913

Philadelphia, Pa., Oct. 11, 1913.

Mr. James Kirby, General President, United Brotherhood of Carpenters and Joiners of America:

Dear Sir and Brother—In submitting to you my report for the quarter ending September 30, 1913, I desire to say that with but few exceptions I was engaged for the past quarter in the Philadelphia and Camden district. During the month of July I was engaged in Camden in organizing a campaign to strengthen our organization in that city. Locals 20 and 1532 appointed a joint organization committee to work in conjunction with the General Organizer. The result of their work was the holding of a joint meeting on the 28th, at which meeting resolutions were adopted calling on the members to interest themselves in building up the U. B. in the Camden section. From that time and up until August 27 the committees of both locals carried on constant agitation among our members, upon which date a joint meeting was held, with sixty-five new members initiated. I left Camden on August 7 and proceeded to Elmira, N. Y., to bring about a better understanding between the local unions and the D. C. of that city, which I am pleased to say I succeeded in doing to the satisfaction of all concerned. I left Elmira on the 16th for Trenton, N. J., to attend the convention of the New Jersey State Federation of Labor. The convention was in session three days, 331 delegates being present, representing every branch of organized labor in the State. It was the largest and I believe the most successful convention ever held by the State body. The U. B. was well represented, having 104 delegates in attendance. The convention did me the honor to elect me president of the State Federation to succeed Cornelius Ford, who retired after serving eleven years as president and who was recently appointed by President Wilson to the important office of Public Printer. It is needless to say that I appreciate the honor the trade unions of New Jersey conferred upon me by electing me president of the State body. Not alone for myself do I appreciate this mark of confidence, but particularly for our U. B., for to my mind it goes to show that our organization has the good will of the leaders of the organized labor movement of the State. I sincerely hope that my administration of the affairs of the office will be such as to show that this good will and confidence manifested toward our U. B. has

not been misplaced. My constant endeavors will be toward that end.

After leaving Trenton I returned to Camden, arriving in that city on the 21st. On the 27th the joint meeting that I mentioned previously in this report was held. The meeting was very successful, sixty-five new members being initiated, the majority being young men from whom I expect in the near future to hear good results. On September 2 our organization was forced to declare a strike in the Philadelphia and Camden district to enforce the demand made last February. In order to understand the cause of strike it will be necessary to go back to the early part of last February, when the D. C. notified the employers that after June 1 the rate of wages in the Philadelphia district would be 55 cents per hour, an increase of 5 cents. In the meantime conferences were held with a number of employers, who claimed that it would be impossible to grant the increase on the date mentioned and advised and requested that the proposed increase be deferred until September 1, upon which date they agreed to pay the rate asked for. The D. C. took the proposition of the employers into consideration, and, in order that there would be no misunderstanding, called a mass meeting of our members in the district and placed the proposition of the employers before them. The result of the meeting was that the members voted almost unanimously in favor of postponing the date when the new rate would go into effect until September 1.

When the time arrived for the employers to make good their word, many of them flunked and refused to live up to their promise. The result, of course, was a strike on Tuesday, September 2. Brother Post, a member of the G. E. B., was on the job when the strike took place and I am pleased to say did good and effective work toward bringing about a satisfactory settlement with the large majority of the responsible employers. The strike is still on, but each day we are bringing it closer to a final settlement with the increased rate firmly established.

In connection with this strike (of which, in the beginning, I am free to say, the outcome did not look overly bright) I will take this opprotunity to commend the D. C., the executive board, the business agents and the president and secretary of the D. C. for their harmony of action and their desire and willingness to co-operate with Brother Post and myself to settle the strike. Every official did his duty faithfully and is deserving of the respect and confidence of our members in the Philadelphia and Camden district for his unselfish efforts in their behalf.

In conclusion I will say that too much credit cannot be given Brother Post for his ability in handling the many difficult questions that came before him in connection with the strike. Brother MacDonald, secretary of the D. C., is also deserving of special mention. The membership as a whole commend the General Office for the work done in their behalf.

In addition to the work done in the Philadelphia and Camden district, I will say that in compliance with your instructions I visited Washington, D. C., on Thursday, September 4, to take part in the conference of the various trades interested in the automobile industry. The conference was held upon Saturday, September 6, at the headquarters of the A. F. of L. and was called for the purpose of devising ways and means to organize the men engaged in the manufacture of automobiles. The trades represented at the conference were the pattern makers, upholsterers, machinists, metal polishers, blacksmiths, carpenters and the carriage and wagon workers. Under present conditions the carriage and wagon workers claim jurisdiction over the automobile industry and have been endeavoring to organize the workers along industrial lines and have met with little or no success. The object of the conference was to get the various trades interested in this industry to organize along trade lines. When we consider that there is approximately about

500,000 men engaged in the manufacture of automobiles, some effort should be made to bring them into the organizations claiming jurisdiction over the trades followed. You have no doubt received a synopsis of the action taken at the conference and of the recommendations made as to the best means to bring about the desired result.

Wishing you and the U. B. success, I am, with best wishes,

Fraternally yours,

ARTHUR A. QUINN,

Second General Vice-President of the U. B. of C. and J. of A.

Localities to be Avoided

Owing to the pending trade movements, building depression and other causes, carpenters are requested to stay away from the following places:

Arcadia, Fla.
Akron, O.
Ashland, Ky.
Atlantic City, N. J.
Aurora, Ill.
Battle Creek, Mich.
Bay City, Mich.
Birmingham, Ala.
Blackwell, Okla.
Boise, Idaho.
Buffalo, N. Y.
Central City, Ky.
Chicago, Ill.
Clarksville, Tenn.
Cleveland, O.
Clinton, Ia.
Dayton, O.
Detroit, Mich.
Dubuque, Ia.
El Paso, Tex.
Escanaba, Mich.
Evansville, Ind.
Fort Meyers, Fla.
Framingham, Mass.
Fresno, Cal.
Galveston, Tex.
Greeley, Colo.
Hamilton, O.
Holyoke, Mass.
Hot Springs, Ark.
Huntington, L. I., N. Y
Hutchinson, Kan.
Joliet, Ill.
Kankakee, Ill.
Kenosha, Wis.
Klamath Falls, Ore.
Louisville, Ky.
Miami, Ariz.
Milwaukee, Wis.
Minneapolis, Minn.
Mowbridge, S. D.
Mt. Vernon, N. Y.
Newark, N. J.
New Bedford, Mass
New Orleans, La.
New York City.
Niagara Falls, N. Y.
Norfolk, Va.
North Yakima, Wash.
Omaha, Neb.
Pittsfield, Mass.
Palm Beach, Fla.
Racine, Wis.
Richmond, Va.
San Antonio, Tex.
San Diego, Cal.
Salt Lake City, Utah.
San Francisco, Cal.
Schenectady, N. Y.
St. Petersburg, Fla.
Santa Cruz, Cal.
Saskatoon, Sask., Can.
Sioux City, Ia.
Smithtown, L. I.
South Omaha, Neb.
Springfield, Mass.
Syracuse, N. Y.
Tampa, Fla.
The Dalles, Ore.
Tri Cities Davenport, Ia.; Rock Island and Moline, Ill.
Vancouver, B. C.
Waterbury, Conn.
Washington, D. C
Watsonville, Cal.
Wichita Falls, Tex
Wilmington, N. C

Report of Delegates to the Thirty-Third Annual Convention of the American Federation of Labor

To the General President and General Executive Board:

Brothers—The Thirty-third Annual Convention of the American Federation of Labor was opened in the Hippodrome, Seattle, Wash., at 10 o'clock Monday morning, November, 10, 1913, by President Gompers.

The Governor of the State, the mayor of the city, the president of the State Federation of Labor and the president of the Seattle Labor Council warmly welcomed us to the great northwest.

Three hundred and twenty-seven delegates were present, as follows:

Two hundred and twenty-one delegates, representing 82 national and international unions, with 19,386 votes; twenty delegates, representing twenty State unions, with twenty votes; fifty-eight delegates, representing fifty-eight central unions, with fifty-eight votes; twenty delegates, representing twenty trade and federal labor unions, with thirty-nine votes, and eight delegates, representing six fraternal organizations, with three votes, a total of 327 delegates, representing 186 unions, with 19,506 votes.

The delegates elected at our last convention were present with the exception of Brother Huber, who notified General President Kirby that he could not attend.

Brother P. H. McCarthy was appointed in his stead.

In the appointment of committees President Gompers recognized every member of our delegation.

Brother Duffy was appointed on Executive Council's Report.

Brother Kelly was appointed on the Law Committee.

Brother Wheeler was appointed on Organization Committee.

Brother Swartz was appointed on Education Committee.

Brother Featherston was appointed on State Organization Committee.

Brother Hemsell was appointed on Boycott Committee.

Brother McCarthy was appointed on Building Trades Committee.

For the first time in the history of the A. F. of L. and in accordance with the instructions of the last convention, held in Rochester, N. Y., the reports of the officers were all combined in one document.

The financial standing of the organization is as follows:

Balance on hand Sept. 30, 1912	$119,473.93
Total receipts during the year	244,292.04
Total income	$363,765.97
Total expenses for year	258,702.92
Balance on hand Sept. 30, 1913	$105,063.05

The membership of the A. F. of L. for the month ending September 30, 1913, was 2,054,526.

During the year just closed the following charters were granted:

Internationals	2
States	1
Centrals	63
Federal Labor Unions	59
Local Trade Unions	197
Total	322

The balance of the report dealt with many questions of interest and importance to the organized wage workers of the country. Some of them are as follows:

"Relations Between the Departments."
"Labor Interest in Congress."
"Injunction Limitation."
"Seamen's Legislation."
"Workmen's Compensation."
"Immigration."
"Safety Appliances."
"Federal Bureau of Health."
"Arbitration."
"Child Labor."
"Convict Labor."
"Old Age Pensions."
"Industrial Education — Vocational Training."
"Industrial Relations Commission."
"Freedom of Speech and Press."
"Labor Day and Labor Sunday."
"Jurisdictional Differences Between Miscellaneous Trades."
"Changing the Date of Holding Future Conventions," etc., etc.

At past conventions of the Building Trades Department the delegates representing the U. B. demanded representation according to taxation. After being thoroughly thrashed out from all viewpoints, the matter was referred to the Executive Council of the A. F. of L. for adjustment.

Following is its report on that subject:

—Carpenters—

Building Trades Department.

In the formation of the Building Trades Department the question of the basis of voting was discussed and it was determined that each organization is entitled to the same number of delegates in proportion to the membership they represent, each delegate to have one vote, as in the American Federation of Labor convention. For quite a time this has caused considerable discussion and dissension. One organization, the United Brotherhood of Carpenters and Joiners, desired to have the roll-call system of voting obtaining in the American Federation of Labor conventions to be established in the department conventions. With such a system of voting it would be possible for two affiliated organizations to cast a majority of all votes in the convention, and, naturally, such a basis of voting would be entirely unsatisfactory and impracticable. The department conventions and officers in recent years have given the subject further thought; at the department's Rochester convention the subject was referred to its executive officers to confer with us and endeavor to find some satisfactory solution. After many conferences, in which the entire subject-matter was gone over repeatedly, we recommended to the officers of the department that they urge the department's convention at Seattle that the representation by delegates remain as is now the law, but for the purpose of securing a greater degree of equitable representation and voting power that organizations having seven or more delegates, each such delegate shall on roll-call be entitled to two votes. It was further recommended that a roll-call shall be held upon the demand of one-fourth of all those whose credentials have been accepted and who have been seated in the convention.

This matter was referred to the building trades committee, who in turn requested that it be referred to the Building Trades Department convention, which was agreed to.

The addresses of the fraternal delegates were well worth listening to. We refrain, however, from dealing with any of them in particular, as General Secretary Duffy has informed us he will publish the most interesting parts of them in futures issues of our official journal, The Carpenter.

In conformity with the instructions of our G. E. B. we submitted the following resolution:

Whereas, The United Mine Workers of America are now claiming jurisdiction over carpenter work around mines, the building of breakers, washers, houses, sheds, barns and the repair of same, and

Whereas, Said work can in no way be construed as miners' work, on the contrary being purely carpenters' work; therefore, be it

Resolved, That the Thirty-third Annual Convention of the American Federation of Labor instructs the United Mine Workers not to infringe on the jurisdiction and jurisdictional rights of the United Brotherhood of Carpenters and Joiners of America.

This was referred to the adjustment committee and, after a hearing on the point involved, the delegates representing both organizations were requested to hold conferences for the purpose of reaching an understanding or agreement if possible. We held conferences and reported back to the committee our conclusions.

The adjustment committee then made the following report:

In the jurisdictional controversy between the United Brotherhood of Carpenters and Joiners of America and the United Mine Workers of America, it is agreed by and between the delegates representing both organizations at this convention:

1. That all carpenters working as handy men employed permanently, or handy men employed in or about the mines, whether repairing or constructing in any capacity, shall be members of the United Mine Workers of America.

2. That all carpenters employed in building or rebuilding breakers, tipples, washers, houses, or other buildings, shall be members of the United Brotherhood of Carpenters and Joiners of America.

3. This agreement to be in force and effect when approved by the national executive boards of both organizations.

FRANK DUFFY,
D. J. FEATHERSTON,
P. H. McCARTHY,
FRED C. WHEELER,
WILLIAM E. HEMSELL,
A. M. SWARTZ,
WM. J. KELLY,
Carpenters' Delegation.
DUNCAN McDONALD,
J. H. WALKER,
WILLIAM GREEN,
JOHN MOORE,
JAMES MORGAN,
United Mine Workers' Delegation.

The report of the committee was adopted.

In compliance with the request of our Grand Rapids, Mich., District Council we presented the following resolution:

Whereas, The manufacturing of furniture requires highly skilled operatives, and

Whereas, These operatives are forced to work under low wage conditions, and

Whereas, In the city of Grand Rapids, Mich., the manufacturers of furniture are organized into an association and refuse to deal with their employes save as individuals, and

Whereas, Men are discharged and discriminated against for daring to belong to the union of their craft; therefore, be it

Resolved, That the American Federation of Labor, in convention assembled, pledges itself to do all in its power to organize the several crafts into the unions having jurisdiction; and, be it further

Resolved, That this resolution be referred to the Executive Council of the American Federation of Labor with instructions to bring the conditions herein mentioned to the attention of all central bodies affiliated with the American Federation of Labor to the end that the evils set forth may be remedied.

This was referred to the boycott committee and was reported on favorably. The subject matter of the resolutions was referred to the Executive Council of the A. F. of L. with the recommendation that the request made be complied with.

The report of the committee was adopted by the convention.

The delegates representing the International Association of Machinists presented the following resolution:

Whereas, International organizations affiliated with the Metal Trades Department of the American Federation of Labor and the department itself have made several attempts to organize the plant of the York Manufacturing Company, located at York, Pa.; and,

Whereas, These attempts to organize the employes have met with failure because of the opposition to organization on the part of the management, and

Whereas, The general conditions of employment in this plant are below the standard, and

Whereas, The Metal Trades Department of the American Federation of Labor and its affiliated Internationals have recorded themselves as being opposed to permitting their members to install or erect machinery not built under conditions fair to labor, and

Whereas, In many cases where the members of the International Association of Machinists refuse to install the product of this firm, other organizations permit their members to take their places, claiming jurisdiction over the erection and installation of machinery; therefore, be it

Resolved, That the American Federation of Labor in convention assembled, declare that jurisdiction over the erection and installation of all machinery belongs to the International Association of Machinists; and, be it further

Resolved, That this convention instructs all organizations that have in the past permitted their members to take the places of machinists when they refused to install or erect these machines to discontinue such practices.

This was referred to the adjustment committee before which body we appeared for a hearing, as the claim for the erection and installation of all machinery by the machinists interfered with our claim of jurisdiction for our millwrights. After an extended hearing the committee reported as follows:

To strike out the first resolution altogether and to substitute the word "requests" in the second resolution for the word "instructs." The committee further recommended that the executive council of the American Federation of Labor report to the next convention all the facts in connection with the subject matter contained in this resolution, should any organization fail to comply with its provisions. Your committee further recommends that all organizations affiliated with the American Federation of Labor refrain from accepting advertising matter calculated to promote the sale of products of the York Manufacturing Company until such time as this company recognizes the lawful right of its employes to become members of their respective trade unions.

The convention concurred in the report.

Owing to the demands and requests made and the begging letters sent out in times of strikes and lockouts for financial aid, many members of organized labor, especially national officers and executive boards, have given serious thought and careful consideration to a proposition of creating a fund within their own organization providing for financial assistance for their members when involved in strikes and lockouts, but it seems no such system has yet been universally adopted. In order, therefore, to avoid this obnoxious begging system in the future, resolutions were introduced on this subject. For the information of our membership at large we herewith quote same and action thereon:

Resolution No. 34, by Delegates Phil H. Mueller, G. W. Perkins, T. F. Tracy, J. Mahlon Barnes and Samuel Gompers of the Cigarmakers' International Union:

Whereas, In many instances employers, either individually or through combinations, are forcing conditions upon the toilers which, in some instances, are utterly impossible for men and women to bear; and

Whereas, Such action often compels many of our fellow-workers to resent such unbearable conditions by resorting to strikes; and

Whereas, Strikes often occur without any forethought of the misery, suffering and want brought about through the lack of proper financial support from their respective national or international unions, because of the lack of proper strike benefit provisions; and

Whereas, There is a constant and steady increase of circular letters issued by local, state and national organizations and the American Federation of Labor appealing for financial aid; and

Whereas, This method of acquiring funds for those involved in strikes and lockouts is, in many instances, being met with poor support, due to the fact that many of the members of our movement are taxed to the limit by their own organizations in weekly dues, assessments and per capita tax; and

Whereas, Furthermore, the non-existence of such strike-benefit assistance tends to dishearten the uninitiated and very often brings about disastrous defeat; therefore, be it

Resolved, by the American Federation of Labor in convention assembled, that we recommend to all national, international, local or federated bodies, they put forth every effort at their command to establish, as early as possible, a system within their own organization providing weekly financial assistance for their members when involved in strikes and lockouts, thus providing for and rendering financial support of a more definite and substantial nature than usually results from circular or personal appeals.

Referred to committee on organization and was reported on favorably. The convention concurred in the report.

Resolution No. 111, by Delegates Geo. P. Listman of the Washington State Federation of Labor and T. H. Bolton of the Central Labor Council of Seattle and vicinity:

Resolved, That this convention provide for the selection of a committee to devise ways and means for better co-operation between its affiliated unions in cases of strikes and lockouts, with instructions to report at the American Federation of Labor convention next year.

This committee shall study the needs of organized labor in its work of defending against lockouts and in its aggressive work to advance the interests of labor wherever strikes or lockouts may be involved. Especially shall it consider, devise and report back a plan whereby power may be placed in the hands of the American Federation of Labor to levy, collect and disburse, in accordance with rules to be provided, a tax upon each member directly under the jurisdiction of the American Federation of Labor, and of any national or international unions affiliated with it, for the purpose of meeting the expenses of any strike or lockout of a national character, or in cases involving the general interest of the labor movement. It shall be the duty of this committee, in furtherance of the above work, to enter into correspondence with the executive officers and directing councils of all international and national unions and seek their co-operation, the expenses of this committee to be paid from the treasury of the American Federation of Labor.

Referred to committee on organization and was recommended by that body to be referred to the Executive Council for further consideration and action. This was concurred in by the convention.

In conjunction with other delegates we protested against the carriage and wagon workers' union claiming jurisdiction over all men employed in the construction and repairing of carriages, wagons and automobiles. For the information of our members we herewith quote:

Resolution No. 125, by Delegates J. W. Kline, Wm. F. Kramer, John M. Tobin of the International Brotherhood of Blacksmiths; John J. Hynes, Hugh Frayne, Joseph Dennis, James Lennon of the Amalgamated Sheet Metal Workers' International Alliance; T. M. Daly, Thomas Rumsey, Geo. Leary of the Metal Polishers, Buffers, Platers, Brass and Silver Workers' Union of North America; Geo. F. Hedrick, J. C. Skemp, Thos. Wright, Jos. F. Clark, Max Hahn, E Arnold of the Brotherhood of Painters, Decorators and Paperhangers of America; James Wilson, James L. Gernon of the Pattern Makers' League of North America; Wm. H. Johnston, A. O. Wharton, J. A. Taylor, Thos. Van Lear, B. F. Lamb of the International Association of Machinists; Frank Duffy, D. F. Featherston, W. E. Hemsell, W. J. Kelly, A. M. Swartz, P. H. McCarthy, F. C. Wheeler of the United Brotherhood of Carpenters and Joiners of America; F. J. McNulty, C. P. Ford, Frank Glynn, T. E. Lee of the International Brotherhood of Electrical Workers of America; Jas. H. Hatch of the Upholsterers' International Union of North America:

Whereas, There are over 150,000 mechanics employed in carriage, wagon and

automobile manufacturing plants; and

Whereas, Efforts made to organize the automobile factories have not been effective on account of the claims made by the Carriage, Wagon and Automobile Workers' Union, which claims jurisdiction over all men employed in the construction and repairing of carriages, wagons and automobiles; and

Whereas, The jurisdiction claimed by the Carriage, Wagon and Automobile Workers' Union encroaches upon the jurisdiction of all the national unions affiliated with the American Federation of Labor, whose members are employed in the auto manufacturing establishments; therefore, be it

Resolved, That this Thirty-third Annual Convention of the American Federation of Labor certifies to the fact that the jurisdiction of the organizations whose crafts are a part of the carriage, wagon and automobile industries shall be protected, and the officers of the American Federation of Labor instructed to notify the Carriage, Wagon and Automobile Workers' Union that it is to discontinue in future all encroachment upon the jurisdiction of the unions the names of which are herewith attached, and that the Carriage, Wagon and Automobile Workers' Union be required to turn over to their respective unions all men they have as members of the local unions who lawfully belong to other international unions; failing to do so within one year from the date of the adjournment of this convention, that their charter be revoked.

Referred to committee on adjustment.

This resolution was reported on as follows:

Resolved, That this Thirty-third Annual Convention of the American Federation of Labor certifies to the fact that the jurisdiction of the organizations whose crafts are a part of the carriage, wagon and automobile industries shall be protected, and the officers of the American Federation of Labor instructed to notify the carriage, wagon and automobile workers' union that it is to discontinue in future all encroachment upon the jurisdiction of the unions the names of which are herewith attached, and that the carriage, wagon and automobile workers' union be required to turn over to their respective unions all men they have as members of the local unions who lawfully belong to other International unions, and that the Executive Council be instructed to assist the various International organizations whose charters give them the right to organize men employed in the carriage, wagon, and automobile industries, to secure control of the work that properly comes under their jurisdiction. Should the carriage, wagon and automobile workers' union fail to comply with the provisions of this resolution, your committee recommends that a report of the facts be made by the Executive Council to the next convention.

The convention concurred in the report of the committee.

Relative to the unemployed the executive council reported as follows:

The unemployed men and women of our country are always a matter of concern to the organized labor movement. So long as there is a man or woman willing to work for whom there is no employment, society as a whole is failing to do justice.

The changing seasons of the year decrease or increase the number of unemployed, and while the organized labor movement is battling for a greater degree of economic justice for those who are directly affiliated, its attention must be directed to that portion of our population who are idle through no fault of their own.

The tremendous responsibility resting upon our organized movement, first, to educate the non-union workers so that they may comprehend the rights to which they are entitled, and then to organize them into labor unions, does not constitute our full duty. Every question which has to do with the general welfare of the people comes within the scope of the organized labor movement. It is the only organized force that operates with directness and method. So long as there are unemployed who are willing to work it should be the aim of our movement to extend to them whatever assistance may be possible and to endeavor to implant in their hearts and minds the fact that the organized men and women of labor are anxious to be of service to those who are less fortunately situated. The labor movement should be ever mindful of the fact that the future will demand that some specific plan be devised for meeting this duty to those without a chance to earn a living.

There are many ways in which organized labor and the general public could mitigate the evils of unemployment without devising any elaborate program of social justice or economic reform. This labor might be utilized in the construction of public works—in road building—which new methods of travel are making of increasing importance—and by shortening the hours of those already em-

ployed so that no one shall be employed more than eight hours per day.

Not only should there be the humanitarian impulse to share with our less fortunate fellow workers, the unemployed, but there must be an appreciation of the real menace which a body of unemployed workers constitutes to the standards of wages, working conditions, and living of those who are employed. Those who are unemployed, those who are perforce almost compelled to underbid fair rates, those who undermine standards of living, constitute an almost insurmountable obstacle to greater material progress and advancement. It is a problem that demands constructive treatment. Every method by which unemployment can be eliminated should be most carefully utilized by the organized labor movement.

This was referred to the committee on organization and was reported on later as follows:

We, your committee, after careful consideration of the report of the executive council on the problem of the unemployed, believe that the executive council should continue its efforts along the lines outlined in its report, and would recommend that it prepare a series of bills to be presented to Congress, which shall have for their purpose the employment by the government, along the lines already suggested by it, of the unemployed; and would further recommend that they take up the question of government pension in some form for those unable to secure employment.

We do this because we feel that the executive council is in a position to get the necessary expert advice and gather the necessary information to enable it to handle this question with intelligence and promptness.

The report of the committee was adopted.

On account of the refusal of John Mitchell to accept a position on the executive council, and the absence of Wm. D. Huber at the convention, this left two vacancies on the council.

John P. White, president of the United Mine Workers of America, was elected to fill one of them and Brother Frank Duffy, our General Secretary, was elected to fill the other. The balance of the old officers were re-elected and Philadelphia, Pa., was selected as the convention city for 1914.

The convention adjourned on Saturday evening at 6:30 o'clock, November 22, 1913. Respectfully submitted,

FRANK DUFFY,
FRED C. WHEELER,
P. H. McCARTHY,
A. M. SWARTZ,
WM. G. KELLY,
W. E. HEMSELL,
D. F. FEATHERSTON,
Delegates.

Expulsion

John Edgley, a member of L. U. 593, of Williamsbridge, N. Y., was expelled from that local November 18 for embezzlement of funds during his term as treasurer.

Rejection

A. S. Daud of Keokuk, Iowa, who recently applied for admission to L. U. 523 of that city, has been rejected three times.

Local Unions Chartered Last Month

Mexia, Tex.
Kincaid, Ill.
Cuero, Tex.
Memphis, Tenn.
Paducah, Ky.
Glace Bay, N. S., Can.
Montreal, Que., Can.
Mesa, Ariz.
Dover, N. H.
St. Louis, Mo. (Ship Carpenters and Calkers).
Total, 10 Local Unions.

Report on Women's Wages

The Massachusetts minimum wage commission has issued a report on wages in department stores in that State, after investigations in Boston, Brockton, Lowell, Lynn, Worcester and Springfield. Of 2,861 women who reported their earnings, 10.2 per cent. averaged less than $5 per week, and 29.5 per cent. less than $6. Of the 467 minors employed, 66.4 per cent. averaged less than $4 a week, and 95.3 per cent. averaged less than $5. Very few of the cash and stock girls receive more than $6 a week; half get less than $4. The saleswomen do best, only 7.1 per cent. get less than $5; 26.8 get between $5 and $5.99; 31.5 between $6 and $6.99 and 22.6 per cent. between $7 and $8.

Correspondence

Putting Wichita on the Map

Editor The Carpenter:

Wichita, like many other cities of this State, has its non-union carpenters and L. U. 201 has had its share of ups and downs.

Last spring it appeared to be on the down grade until the arrival here of General Organizer Hayden, who proposed that a business agent be appointed, and soon we had things coming our way. About May 1 we began to get results on the non-union carpenters and every meeting night we had men coming in, and, as a result, we had 165 members in line in the Labor Day parade.

On the proposition of Brother Nanta we had a booth in the Wichita Fair and Exposition and thus showed the public a sample of the work union carpenters could do. The booth was handsomely decorated with signs, bunting, palms, etc. One of our chief exhibits was a bungalow under construction, the scale being reduced to one inch per foot. We used the model to show the public how a good substantial house should be built and, while explaining everything, impressed upon visitors that only by hiring union carpenters could they get the best results. We handed each person the card of our business agent and asked them to give us a trial.

Brother Hayden was with us during the fair and rendered valuable service. He is an able man and made many friends for us while here. If our General Treasurer could afford to keep him in Kansas for about six months I believe we would show a big increase in locals and in membership in the State.

In conclusion I would ask brothers coming to Kansas to be union men here as well as in their own State. While I have been business agent I have run across a number of carpenters who used

BOOTH OF L. U. 201 AT WICHITA, KAN., FAIR

to be union men, working here for less than our scale, which at present is $3.50 for an eight-hour day. We surely can't make any progress undermining one another in that way. I would advocate a change in our clearance-card system so that when a member leaves one locality his card could be sent by the financial secretary of the local nearest his destination. In this way a tab could be kept on members; and I don't mean to say that all union carpenters need watching, but it is well to keep an eye on the slot-machine union man.

Fraternally yours,
OSCAR C. SCHAAR,
Business Agent L. U. 201.

From Western Canada

Editor The Carpenter:

It is not very often that we see in our journal any matter relating to western Canada, so I presume a little news of that part of the Dominion will not be out of place. As most of our readers may perhaps know, our working season here is very short, about eight months' duration. The other four months of the year is a forced holiday for practically every man who works on the buildings. These conditions cause men to come from all over Canada and the States in the spring and summer of the year, work until about November, and then pack their tools and beat it home or to a warmer climate.

During the summer just passed we have had quite a number of Brotherhood men visiting and working in this city, but of all that came here only one brother had enough principle to turn in his card to our local.

You can ask a visiting brother here why he does not put in his card and he gives the old excuse, "I am only staying another week or a month." And at the same time one may be aware that some of this poor kind of union men have been here two years and never have shown up at the hall. If you ask them about their dues you get the reply that they send them to their old local.

Now, Mr. Editor, this is not a square deal, for if a member leaves this district he takes his clearance card with him (as per Section 102).

The financial secretaries who accept these members' dues certainly need to study the constitution and then live up to it, for if it were not for these financial secretaries accepting dues from brothers working in another jurisdiction such a state of affairs could not exist.

I would like to urge on all brothers that all we want is a square deal, and if all of us live up to the constitution there would be no room for complaint, also Local 1867 would be stronger in finances and membership if Section 102 were lived up to.

Fraternally yours,
T. LONG, L. U. 1867.
Regina, Canada.

A Live Wire Local

Editor The Carpenter:

Never reading anything in The Carpenter from the district of L. U. No. 719, and just having read Brother Farley's letter of encouragement to union label boosters in the September issue of our journal, I would like to say a good word for the members of L. U. 719, Freeport, Ill., that should come under the class referred to by the aforesaid writer in his inquiry: "Where are all the label boosters?"

A little over three years ago we had less than forty members in good standing, with twice the number outside the union, made up of many ex-members and non-unionists, and since then by the silent efforts of our old middle-aged carpenters we have now a membership hugging the two hundred mark, with nearly every man engaged at the trade in the city in the union. Three years ago not only were we poorly organized, but our wage scale was only 30 cents per hour, ten hours per day. Now our scale is 40 cents per hour and an eight-hour workday. All the above gains are the result of the hard efforts of the silent workers of our L. U., without the assistance of the General Office.

The latter remarks will surely bear out T. H. M. Townsend's intelligent advice under the heading, "As to Per Capita Tax, etc.;" in other words, it is carrying out the principle of letting Local Unions help themselves so as to let organizers cover more unorganized territory.

Now, as to boosting the label, we have to report that our members are not behind in demanding the union labels on products of other unions, and for our own U. B. we can say that we have organized a factory that is using our U. B. label that only a few locals of our U. B. know of. But its product is used only on occasions when some of our brothers or relatives are called to that bourn whence there is no return. In justice to the widow and orphan of a brother or union friend and to relax the "coffin trust's greedy grasp" of an exorbitant undertaker's bill on members of any trade Local Union, or the sorrowing widow or relatives, such union-made productions of burial cases and caskets should be patronized by all trade unionists whenever required, and union men should see that widows and sorrow weeping relatives for departed loved ones should not be taxed or baited by a sinking bill. I would not mention the matter of undertakers' bills only I know the difference since we organized the Freeport Casket Company's workers that now apply our label, and as Brother Farley, the old-time label booster, mentions in his letter: before the advent of the woodworking machinery coffins and caskets were made at the carpenter's bench.

Fraternally yours,

C. W. TIMMER,

Rec. Sec. L. U. No. 719.

Freeport, Ill.

Strength in Union

Editor The Carpenter:

It may be considered presumption on my part to address a few words to the brother who has not joined the union of his trade or calling, but an incalculable interest in the welfare of all those who toil for a living, who are wage-earners, prompts me to offer a few thoughts for the consideration of all those who are as yet outside the fold—outside of the circle of combined effort—strangers to the teachings of the "Fatherhood of God and the Brotherhood of Man," sojourners in the Valley of Limitation, "unknown, unhonored and unsung."

Permit me, one whose experience has taught him the value of association, of organization, of the power of united effort, to suggest to you some reasons why you should join the union of your trade or occupation: The close, concrete and merciless organization of capital, in almost every kind and phase of business, makes it absolutely necessary for the wage earners, those whose brain and toil give to capital all of its value, to organize so that by united action, all acting as one man, they may secure that consideration that a partner with a half interest in the business is entitled to, as also to secure to each individual member his personal rights, his personal interest—reasonable compensation for services rendered.

Again, by organization, by united effort, the wage-earners are enabled, in some degree, to make provision for sickness as well as to help a brother's beneficiary after death.

By organization shorter hours have been secured and wages increased—a legacy justly earned and enjoyed by union people, while the non-union man is working longer hours and for less pay, and is powerless to help himself, for the reason that he is only an individual—no power behind him, he is compelled to accept the terms of service offered, or starve. The present-day system of commercialism, having no soul, cares not for humanity, generally speaking. However, every one knows that there are many employers of labor who are humane, who wish the wage-earners a full competence, therefore will not employ those who do not belong to the union of their trade or calling.

Brother, by refusing to join the union of your trade, you remind me of one of Aesop's fables: A fat ox was lying in

the shade of a tree, chewing his cud, when a fly lit on the end of his horn and buzzed, and buzzed, but the ox did not know he was there. The non-union man may fume and fuss, complain and cuss, but the commercialized employer pays no heed—you are only one, a mere unit, if you do not want to accept his terms of hours and pay there are plenty of other non-union people who will, hence the commercialized employer is independent, while you, only one, a unit, with no power behind you, are absolutely dependent.

Brothers, come into the union, stand with those whose every interest is common with you, who will help you. There is no reason why any self-respecting man cannot join the union of his trade. Will you do it? Will you try to better your condition? If you will try you will find outstretched hands to welcome you and help you.

Yours for the right,

J. T. W. LOE,

President Carpenters' L. U. No. 198.

Pensions for Widows

No matter how thoroughly some people may disagree with George Bernard Shaw and the views he holds on every topic under the sun, there is no gainsaying the fact that he usually acts as a stimulus to thought.

Sometime ago he wrote an article on the subject of a minimum wage in the course of which, in addition to a number of other very sensible things, he said:

"When you bring about your minimum wage you will be face to face with one peculiar thing—yet it is not peculiar, because it is well known in all civilized countries—an anomaly regarding woman labor. I refer to the work of woman, the bearer of children, the rearer of children who are prepared to go out to work in the world. You must make up your minds that motherhood is a service to the community which must be paid for. We pay higher wages to the man on the basis of a sort of calculation as to what will be taken as adequate for keeping a family. But we do not always insist upon a man marrying and having a family before he gets the higher salary. Some employers have noticed that women are not so industrious as men. The reason is that, do what you will. woman has always a lot of housework to perform in addition to her factory work.

"Suppose you say you will pay the married people a higher wage than the unmarried people. The consequence would be that no married people would be employed until the unmarried people had all been absorbed. So that you are at last brought back to the fact that if you are going to protect women properly you must still have your minimum wage which will adequately support a family in the case of a man and a minimum wage which will support a single adult woman. Your wage for the woman must be a wage that the single adult woman can live independently upon, without fastening herself on the family. If that is to be the main wage, what are you going to do in the case of the widow who has three or four children in the family? I only see one way out of the difficulty. You must give women who have brought children into the world, and who are bringing them up for the nation, a pension. When a woman is cut off by the death of her husband from the payment made to him she should be pensioned, and the pension to the widow must be no small pauper allowance to which a stigma is attached, but a thoroughly honorable payment which every woman can accept."

The Effect of Long Hours

Long hours of labor have a tendency to stifle the intellect, to impair the energy and the vital organs of the body, and to reduce the opportunity for physical and mental improvement. The reduction of the hours of labor to eight out of each twenty-four, six days per week, in all branches of industry is a stepping stone to a higher state of civilization.

News Notes from Local Unions

Newark, N. J.—The District Council of Newark requests carpenters to keep away from there until further notice, as the outlook for the winter months is not very bright.

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El Paso, Tex.—Brothers are requested to stay away from El Paso at present. Work is very slack and as a consequence a number of our local members have had to seek work elsewhere.—L. U. 425.

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Joliet, Ill.—As conditions in the building trades in Joliet and vicinity are dull just now, Local Union 174 asks all traveling carpenters to stay away until notified to the contrary.

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Richmond, Va.—Carpenters will please stay away from Richmond, Va. At least 90 per cent. of our union carpenters are unemployed at present and have no prospects of any work during the winter. Conditions in the building trade are duller than at any time in the last ten years.—L. U. 388.

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Traveling brothers are advised to keep away from Louisville, Ky., as trade is very dull at present and prospects for work during winter months are poor. By coming here you will only swell the ranks of the unemployed. Many of the members of our local are idle.—L. U. 64.

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$5.00 Reward

The sum of $5.00 will be paid for a copy (in good condition) of The Carpenter for the month of September, 1884.

L. W. MATTER,
Fin. Sec. L. U. 132, U. B. of C. and J.
Washington, D. C.

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Schenectady, N. Y.—Union carpenters are urged to keep away from Schenectady. While we have had a fairly good season's work, many of our men are idle at the present time and as soon as cold weather sets in half our membership will be out of work. Pay no attention to requests or advertisements to come to Schenectady. Keep away.—Walter M. Carr, R. S.

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Athens, L. U. 422.—This is a notice to the effect that the item which appeared in the November Carpenter and which was sent out from Athens was misleading. There is no "boom" on here. Our local has sixty members in a town of 3,000, and we can furnish half of them to another locality just now.—W. H. A. Titsworth, R. S. L. U. 422.

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Hamilton, O.—As the reconstruction of the city from the effects of the flood disaster of last March has been completed as far as people will go at present, as many are awaiting the recommendations of the commission which is to decide on future flood prevention, carpenters are urged to stay away from Hamilton at present. Several union men are out of work and there is no large work in sight. In addition, a new wage agreement is to be considered between now and May 1, 1914.—L. U. 637.

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Minneapolis and St. Paul District Council wishes to inform members of the U. B. that there are at present many carpenters out of work in the twin cities and that prospects for the coming year are very poor. Employers are forcing the so-called "open shop" and extended hours at reduced pay. Their efforts are furthered by the large number of carpenters coming in from other cities, union and non-union. We, therefore, advise traveling brothers to pay no attention to newspaper advertisements from Minneapolis and St. Paul and thus allow

us to establish real union conditions in this vicinity such as existed prior to two years ago.—Oscar Johnson and George Ersig, secretaries.

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Framingham, Mass.—Carpenters are advised to keep away from Framingham until further notice, as many of our local members are unemployed and work is becoming scarce. This is largely due to the fact that our business agent placed a good many Fall River carpenters here during the strike in that town and consequently some of the large jobs were completed rapidly. Another reason for issuing this notice is that we intend to ask an increase from 50 to 55 cents per hour next April and we desire to be well prepared to do so. Framingham is a promising town and L. U. 860 is doing all it can to boost it along. Our State convention will be held here in February.

Information Wanted

The present address of Vincente De Santos, formerly located at Alpine, Texas, and a member of San Antonio L. U. 14, is wanted. Send information to editor The Carpenter, 222 E. Michigan St., Indianapolis, Ind.

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Information is required by his brother regarding the present address of James Armand, a carpenter, who was last heard from in Omaha, Neb., about ten years ago. He also worked for many years in Chicago, Ill. Send information to John B. Mickle, Business Agent, L. U. 444, Pittsfield, Mass.

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Information wanted as to the present whereabouts of James T. Walters, who was a well-known carpenter and builder in Washington, D. C., about the year 1898. It is said that he went West shortly after that date. Send any information concerning him to Elmer Sothoron, M. D., 1921 I St., Washington, D. C., or to The Carpenter office.

John Baxter, a carpenter, left New York City on or about the year 1866. While there he resided in Forty-eighth street, near Third avenue, and married a woman named Mary Ann Fallon. Any information of him will be appreciated by Malland D. Lancaster, 10 Wall St., New York City.

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This is a photo of Clarence A. Ford, absconding former financial secretary of L. U. 1405, Red Bank, N. J., who deserted his wife and two children. The name "C. A. Ford, Hanson, Mass.," is engraved on his right forearm. Send information to B. F. Skidmore, R. S., Box 18, Oceanic, N. J.

CLARENCE A. FORD.

Joy of Hard Work

(No man can work too hard or hours too long if his health will permit.—President Emeritus Eliot of Harvard University.)

Said the miner deep down in the earth
(And he laughed at the humor of it),
"It's a joy and a revel to dig like the devil
As long as my health will permit.
And, though it's a loss of delight to the boss,
He doesn't seem jealous a bit."

Said a girl in a thundering mill,
With a smile that was grateful and sweet:
"It's pleasant, this spinning; I fear that I'm sinning
In wanting to sleep and to eat!
Oh, it would be so grand to be able to stand
The other twelve hours on my feet."

Said the child in the tenement shop:
"Don't send me to play if you please;
I'd rather be sewing and stitching, you know,
In this hotbed of filth and disease,
For a sweatshop, you see, is dearer to me
Than the birds and the blossoming trees."

—Queensland Worker

Trade Notes

—Pending Trade Movements—

L. U. 37, Shamokin, Pa.—The G. E. B. has been requested to sanction a movement here for a new scale, to take effect April 1, 1914. We desire a minimum wage of 45 cents an hour for foreman carpenters, a minimum wage of 40 cents an hour for journeyman carpenters, and an increase of 7 cents per hour for all carpenters or apprentices receiving less than journeymen wages. Also for a nine-hour day and Saturday half-holiday.

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L. U. 153, Helena, Mont.—We are awaiting permission from the General Executive Board, which meets in January, to make a demand for an increase from our present rate of $5.00 per day of eight hours to $6.00 per day, to become effective April 1, 1914. Prospects for our obtaining this increase are favorable.

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President Kirby in St. Paul

General President Kirby, on his way to the A. F. of L. convention at Seattle, Wash., stopped off at St. Paul, Minn., and addressed the members of Local 87 on Monday evening, November 3. The General President reviewed the progress being made by the U. B. all over the country and outlined efforts under way to strengthen organization. Members of L. U. 87 attended the meeting in large numbers, as did the members of the Cabinet Makers' Union (Local 1868).

The Worker and His Wage

At last we have a summary of the census of American industry and some revelation of "the American wage." If we are to accept the government's figures the average wage and salary in 1910 was approximately $433 for each worker. Briefly summarized the showing is:

Industry.	No. Workers Employed.	Wages and Salaries.	Earnings for Distribution.
Manufactures	7,405,313	$ 4,365,613,000	$ 2,219,472,000
Railroads	1,662,550	1,170,432,400	744,775,000
Mining	851,438	574,720,650	338,626,296
Mercantiles	2,072,112	1,191,464,400	921,366,392
Banking	358,808	430,569,600	215,285,277
Agriculture	12,561,936	2,300,993,068	2,412,865,450
Other occupations	10,558,265	5,329,848,600	3,627,199,400
Totals	35,470,422	$15,363,641,778	$10,497,519,815

It is, of course, difficult in many instances, and especially so in agriculture, to separate wages entirely from earnings, for often there is, in reality, no division. Still it obviously is incorrect to lump the two and show an average wage of over $700. An analysis by industries disproves that. The wages paid in manufacturing concerns averaged $518—the salaries, $1,188; the wages received by railroad employes averaged $704, by miners, $675 and by those employed in the wholesale and retail mercantile calling, $575, while the great mass of laborers employed in agriculture and in the grouped occupations, averaged in "wages" $330. One may well look with considerable suspicion on some of these figures—especially the average mining wage.

At all events, the figures show that the man who labors has little chance of becoming a millionaire, if, indeed, he can keep pace with the constant forward march of the prices of those things

whereon he lives. They show that most of the people who work have a place for every dollar, and that every combination to decrease the purchasing value of that coin, especially in the necessities of life, is a serious if not criminal act. We hear a great deal of the "American wage" without knowing what it is; and very little of the cost of living, which is only a lap behind and forcing as many members of the family as possible out into employment. And still, even these figures do not give us the true American wage, for the column's head includes "salaries." The showing is not, taken all in all, overly flattering, especially when we consider such recent special reports as that of Secretary Nagel, which showed that men in the trust plants have to work twelve hours and some eighteen hours a day, and that they are being called on for seven days' work a week. When one comes to search in the government reports for the benefits of a high protective tariff they are difficult to find.—Indianapolis News.

"The Unrest of Labor"

(By Jerome K. Jerome.)

They tell you that if you grant the minimum wage to one trade the time will come when you will have to grant the minimum wage to all, and, between ourselves—I hope it will go on further—I am inclined to think they are right. For some workers the minimum wage has existed since the beginning of human industry.

The human laborer in 1912 is after all only demanding what has been acceded to without question in the case of the ox and the ass since prehistoric times. I never heard a farmer suggest that the price of corn per bushel being what it is he is quite unable to give his horse more than half its proper rations. The horse has a very effective way of insisting on his minimum wage. The horse does not go out on strike, he just lies down and dies, and the farmer finds it cheaper—whatever may be the state of the agricultural market—to accede to his demands.

Practically speaking, the farm laborer does get his minimum wage. He can't live on 12s. 6d. a week and bring up a wife and six children. It can't be done. Charity has to step in and make good the difference. Where the minimum wage is not paid—the wage that enables a man and his family to live—the charitable public has to make good the difference. It is a good thing for the charitable public. It is good for their morals. It is good for their hope of a future reward.

But it is bad for the laborer. It turns him into a pauper. It robs him of his self-respect. It is bad for the employer. It makes him also nothing else than a pauper, going round to the charitable public, cap in hand, whining, "Help me to pay my wages. Have pity, kind gentlemen, on a poor employer of labor." It makes the employer also a pauper, and if it doesn't it ought to rob him of his self-respect.

In future a business that can only exist by the starvation of its workers will have to be suppressed as a public nuisance.

The unrest of labor is the healthiest sign of the age. Blind in itself and maddened by injustice, labor can, like Samson of old, shatter the temple in its despair, bring the whole social structure down in ruin and in dust. But given hope it will build up, not destroy.—Address before the Cambridge University Liberal Club.

The working classes, as individuals, are powerless; they are as helpless as a ship floating on the high seas without compass or rudder. United in trade unions, under competent leadership, they wield a strength which grows in intensity and potentiality commensurate with a permanent increase in numbers and financial resources.

Craft Problems

Construction of a Half-Joint

(By James Barry.)

No. 1.

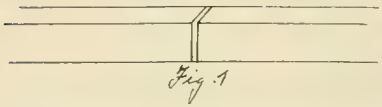


Fig. 1 shows stick cut into two equal lengths.

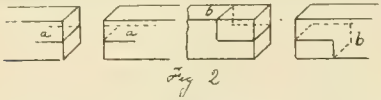


Fig. 2. Set marking gauge to $1\frac{3}{8}$ inches; mark on ends and sides $2\frac{3}{4}$ inches, keeping head of gauge on face of stuff.

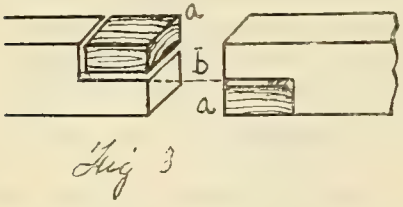


Fig. 3 shows parts to be removed shaded at a a.

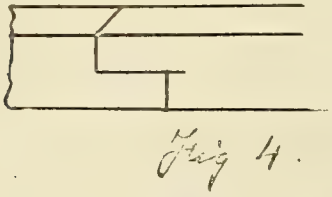


Fig. 4 shows correct joint if gauge and try-square have been properly adjusted and saw kerfs kept in waste wood and not inside of lines.

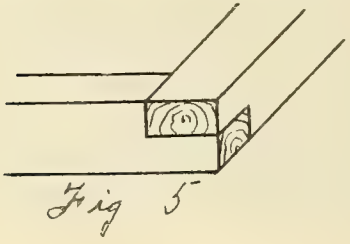
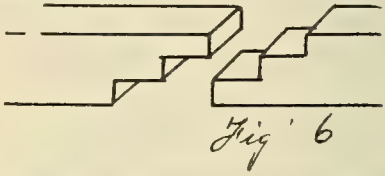
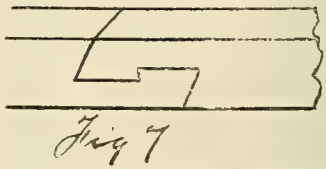


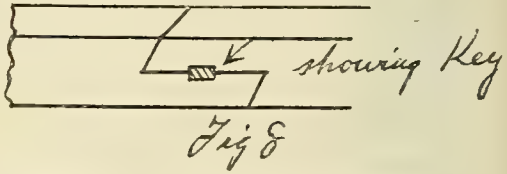
Fig. 5 shows half-joint placed at right angles, in which position they would fit as in Fig. 4.



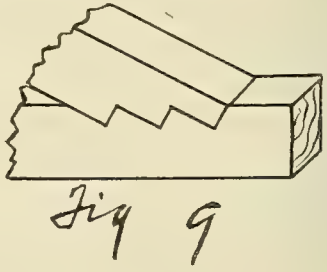
Figs. 6, 7 and 8 are examples of scarf-

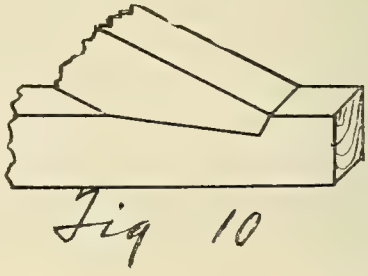


joints. In Fig. 8 the pieces are forced



together by key a, which is wedge-shaped.





Figs. 9 and 10. Those joints are used in building trusses or girders and need no explanation, only accuracy of kerfing in order to get close-fitting joint.

The Construction of Concrete Forms

(By Owen B. Maginnis.)

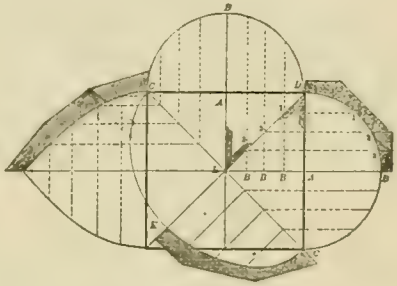
Every art or trade has its evolution and revolution at some time or other, and the present seems to be the era of concrete and, therefore, as building construction is more or less dependent upon the labor and skill of carpenters and framers, it would seem well to consider it practically in these pages.

Liquid or mixed masses which, by atmospheric or other action solidifies, must be contained in forms or vessels until they are coherent, hard and unbreakable, so wood in the shape of timber has been found cheapest and most adaptable for this purpose. In square or rectangular forms, such as foundations of walls, piers and so forth, square or elongated boxes without bottoms or tops, built to the sizes shown on plans, are the simplest examples of this class of carpentry and are too elementary and well known to readers to consider them at length, so in this article we will proceed to analyze those which would demand higher geometrical and mechanical consideration, remembering, of course, that safety and strength are the paramount factors of the constructor's duties.

Let us assume, for instance, that the carpenter has a concrete or plaster groin to make the forms. How must he proceed?

By referring to the diagram here shown, one may see the outline plan of a square groin or vaulted roof, presumably intended to be placed over an "entresol," or porch of a first-class residence or public building, as C-D-V-C-K, the diagonals C-C and D-K denoting the seat lines of the intersections of the elliptical curves which will be formed by the inter-penetration of the semicircular arch C-B-D to the right, with the same arch C-B-D on top, the curved rafter D-B to the right being that which will turn up over A-D and stand plumb thereto.

To find the diagonal rafter, divide D-B to the right or C-B into any number of equal parts as 1-2-3-B, and draw square from these dividing points to D-A-C, cutting L-C and from L-C square to left diagonally as L-K, etc. Measure up heights equal to lines 1-2-3 and A-B. The rafter curve K-C will be that to turn



Concrete Forms.

up and stand over the diagonal lines L-C, L-D, L-C and L-K. The bevels shown at L and D are those of the jack, or cripple rafters, which will each decrease in length as they go down in succession from A-L to D resting on the plate A-D at bottom and beveled against the diagonal rafter C-K.

To the left the development or shape of the soffit of one lobe of groin or vault is shown, which may be outlined by setting off the chord length K-C on the line B-A, B-B-B-L produced and using intersecting dotted lines in the manner here represented. This area will prove of value in figuring on plastering for ceiling boards or decoration.

How to Find Curves of Arches Without Using Centers or Radii

Draw a base line, or spring line, A-B, to the exact width between the jambs, and at the ends of this line drive nails; then improvising a rough square, made up of three rods or strips, one 8 feet long, one 6 feet, and one 10 feet; nail them together, as seen in Fig. 1, and, having

placed it against the nails, as in Fig. 1, sweep the curve as depicted.

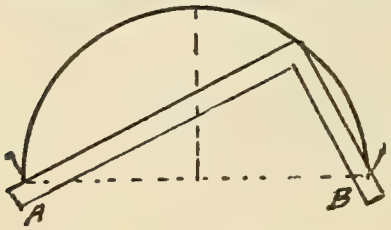


Fig. 1.

In the next example, Fig. 2, A-B and B-C, each equal to the chord of the proposed segmental soffit, A-C; join them together at B, and extend them, so that their edges shall pass through the extremities of the chord, and the angle where they join shall be on the extrem-

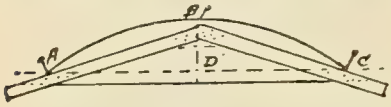


Fig. 2.

ity, B, of the height, or rise, D-B. Fasten the rods in that position with the cross piece, A-C. Then by guiding these edges against the pins in the extremities of the chord line, A-C, the curve, A-B-C, will be described by the pencil point, B.

Let A-C in Fig. 3 be the chord or span of the arch, also of segment form; and B-D its height. Join B-D with a straight line, and draw B-E parallel to A-C, and make it equal in length to B-C.

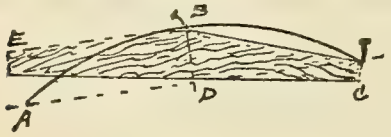


Fig. 3.

Drive a nail or peg at C, and another at B, and with the triangular piece of wood, E-B-C, describe the arc C-B. Next change the pin from C to A, and by guiding the sides of the triangle against A and B, describe the other half of the curve as A-B.

To find the exact curve of a segmental arch by means of intersecting lines, without having recourse to a center: At Fig. 4, let A-B be the spring line, C-D the supposed rise of the curve. Through D draw E-D-F, parallel to A-C-B and join A-D, also draw A-G at right angles to

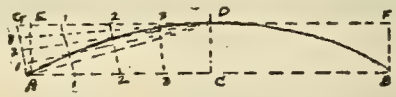


Fig. 4.

A-D from the end. Divide A-C and G-A into the same number of equal divisions, and number these points from A and G to the left; also from C-B to the right. Join these points by straight lines, as 1-1, 2-2, 3-3, etc. Next divide vertical line A-E into four equal parts or the same number as the horizontal lines described. From the points 1, 2, 3, draw lines to D, cutting the vertical lines as represented and the intersecting points of these, as I, J and K, will be the determining direction of the curve of the arc which may be traced through them. Should they be so far apart that a regular sweep cannot be traced, a lath may be bent round in order to obtain a regular curve; and if the arch be very large, more subdivisions may be made in the lines A-B and A-G.

Patent Facts

(By Owen B. Maginnis.)

While these facts are more or less known, nevertheless they are worth reading over by all.

No plans and specifications ever work out as laid down by architects—discrepancies and exigencies, nay, oftentimes errors usually develop requiring the carpenter's best skill to surmount them.

Intuition and instinct should be inherent qualities in every mechanic's nature, added to caution and vigilance, which may be born in the individual but can perhaps be cultivated.

Beware of "I thought" and "I didn't know." These two apologetic phrases are, and have been, fraught with accident, disaster and trouble. Always ask, and ask again, if need be demand, and be sure, like Davy Crockett, you are right before going ahead. On the other hand, clear, explicit directions and orders are

just as essential on the part of those in charge. Misunderstandings in mechanical matters make and provoke serious difficulties. One never knows.

Errors of judgment may be excused in the tyro or juvenile, but never in the trained or experienced carpenter. He should not be in authority unless he is absolutely sure. If, however, a good executive he may possess enough resourcefulness to immediately remedy the error without deceit and in full honesty and at any cost to himself. This is indispensable to insure safe building.

Avoid equivocation. Although one may not realize it this practice engenders doubt in the listener's mind and, when discovered, is rarely forgotten or forgiven and may lead to instant discharge!

The so-called humorous practice of what is termed "getting one's goat," in conversation, in the shop or elsewhere, is simply abominable and should never be practiced nor tolerated by any intelligent carpenter and joiner. Like all joking, it is a sign of small intelligence or lack of education and generally detracts from the value and the standing of another. It breathes bitterness of thought and provokes ill-feeling, often retaliation or revenge. It is too common and should be frowned down. Did you ever notice how silent clever men are? After all, ridicule is but a weak weapon unless very wisely employed.

Ridicule of this kind is often directed towards the matter of dress. Holding a man up to laughter or scorn because he is poor or in hard luck is contemptible, and making fun of his clothes or tools is unfair and unworthy of those who should profess or hold the claim of brotherhood.

Finally good advice should be used sparingly and administered in small doses. Most men resent it, even though they will listen patiently, though not always; they may, perhaps, be considering the faults and shortcomings of the person who is administering it. We should go slow on this and with Bobby Burns silently desire that—

> Wad some power the giftie gie us
> To see oursel's as aithers see us.

and do our best.

Useful Things Carpenters Should Know

(By Owen B. Maginnis.)

One of the important and too often neglected operations in setting door jambs is to block behind them where the hinges occur in order to hold the screws. For rabbited jambs this is indispensable on account of their thinness, generally not more than half or three-quarters of an inch, and the result is that hinge screws usually pull out when they have no thickness to hold to. This is a common neglect in lumping, jerry and speculative work.

If door or window casings have beaded or molded edges without corner blocks, the top corners should be mitred with a "jack" or templet in the following simple manner:

Take a piece of 1¼-inch stuff, one inch or so wider than the width of the casings, about two feet long; nail a fence or strip of ⅜-inch on both edges, rising above the surface the thickness of the casing. Now take a bevel (here, by the way, I might remark that the terms "bevel" and "level" are too frequently confounded, and the writer has frequently sent a boy for a bevel to have him return with the other tool; men should be explicit in their ordering), set it (the bevel) not "nearly," but exactly, to a true mitre or angle of 45 degrees on the steel square, and reverse it to prove if the angle be true. Now mark two mitres, one on each end of the jack or templet, and the surface of the bottom or wide piece and over one edge—the one which has the short corners of the bevels. Saw deep enough into the wide piece on this marked edge to cut through the bead or molding on the casing when it is placed between the fences against the one which is sawn into.

After putting each casing upright in its place against the edge of each jamb and marking the top corner (with a

knife), it is placed against the fence, with the mark exactly at the saw-cut, and having the saw blade outside the mark so as to slightly leave it on the stuff.

By this operation mitres can be readily sawn without a bevel.

Foremen carpenters should have a boy or two on the building or works. They are handy for running errands, holding stuff, picking up, etc.; besides, they learn if observant.

Carpenters in charge should watch that no brick or mason work is carried on the timber work, especially in frame buildings.

When timber is dumped adjacent to a new building it should be immediately piled or stacked up so that the air will circulate around each piece and continue the seasoning process. Framing pieces should be built up in regular level piles criss-crossed or with strips between. Boards as flooring, clapboarding, sheathing, siding, etc., should be built up into triangular stacks or kept in extemporized sheds and covered. They should not be exposed to the sun's rays nor the deteriorating effects of rain.

It is best to lay under or rough floors diagonally.

Colors on Plans

When reading, studying or estimating from plans many carpenter foremen are uncertain as to what materials the different colors represent. The following is a correct list, provided one is not color blind:

Burnt Amber—Represents earth.

Burnt Sienna—Represents wood.

Light Red—Represents brick.

Sepia and Yellow Ochre—Represents stone.

Prussian Blue—Represents wrought iron.

Payne's Gray—Represents cast iron.

Gamboge—Represents brass.

Gamboge and Carmine—Represent copper.

Prussian Blue and Carmine—Represent steel.

Trade Unionism and Prosperity

"Whatever else trades unionism has done or left undone," remarks the staid and conservative St. Louis Republic, in a recent issue, "it has certainly raised wages generally throughout the industrial field. That is, it has caused the products of labor to be more widely distributed than they would or could have been without it.

"Now business flourishes best where there is the largest consuming public, and no public can consume largely without a large income. Speaking generally, union labor has not hoarded its income; it has spent it. The result is the highest general level of prosperity any nation has ever seen. * * *

"The congested money of the few cannot work such miracles. Large American fortunes are not locked up in land or hidden away in accumulations of treasure; they are in the instruments of production. And it is diffusion of wealth which has given our wealth its characteristic form. * * *

"In the workman with frugal habits, healthy American ambitions and a bank account we see a person who is bound to make financial as well as economic history."

Of strikes it has this to say: "The strike is becoming obsolete. This is in harmony with the general tendency of history. In the Middle Ages two citizens who desired to find out which was the better man used to put on armor and poke at each other with lances. Now they decide by forms of struggle which benefit society instead of merely breaking up hardware. Struggle is eternal, but the strike is foolish and wasteful, and will give place to something better."

Native Larch Supply

Three native species of larch furnish timber in the United States. One grows in New England and the lake States, another in the Pacific Northwest, and the third in the high mountains of the northern Rockies. European larch has been planted extensively in the prairie States.

Für Unsere Deutschen Leser

Geschäfte der vierten vierteljährlichen Sitzung 1913 des G. E. B.

Während der Zwischenzeit der Juli und Oktober-Sitzungen wurden folgende Sachen per Korrespondenz erledigt:

30. Juli.

Indianapolis, Ind. — Anfrage des D. C. um eine Bewilligung von $6.00 per Woche für streikende Mühlenarbeiter wurde verneint.

5. August.

Anfrage des Chicago D. C. für finanzielle Unterstützung für streikende Office-Möbelarbeiter. Der Board bewilligt $5,000.00.

6. August.

Anfrage der L. U. 498 Brantford, Ont., Can., um Stiftungsgelder. Der Board bewilligte $200.00, welche unter Aufsicht des G. P. verausgabt werden soll.

14. August.

Montreal, Can. — Anfrage des D. C. um finanzielle Unterstützung in einer Gewerksforderung wurde bewilligt.

9. September.

Moose Jaw, Sask., Can. — Anfrage der L. U. 619 für Stiftungsgelder wurde verneint.

13. September.

Hot Springs, Ark. — Anfrage der L. U. 891 für Stiftungsgelder. Der Board bewilligt $200.00, welche Aufsicht des G. P. verausgabt werden sollen.

15. September.

Der Board bewilligt $1,000.00 für Stiftungsgelder an den Chicago, Ill., D. C.

Indianapolis, Ind., 13. Oktober, 1913.

Die vierte vierteljährige Sitzung des G. E. B. wurde am obigen Datum von Vorsitzer Kirby berufen.

Alle Mitglieder waren anwesend.

Der Bericht der Delegaten zu der in Montreal Convention des Canadian Trades and Labor Congreß wurde verlesen und den Akten einverleibt.

Philadelphia, Pa. — Bericht des D. C., bezüglich der Streikangelegenheit in jener Stadt wurde als Information verlesen.

Quincy, Ill. — Anfrage der L. U. 1366 um weitere finanzielle Unterstützung für streikende Mühlenarbeiter. Der Board bewilligt weitere $420.00. Ein Komite des G. E. B. wird, nach Schluß dieser Sitzungen, Quincy besuchen und einen Bericht über die Verhältnisse in dem G. C. einreichen. Brüder Potts, Blackmore und Cole hierzu ernannt.

Charleston, S. C. — Vollständiger Bericht des D. C. über in 1910 bewilligte Stiftungsgelder (100.00) wurde den Akten einverleibt.

Der Board bewilligt $100.00 Stiftungsgelder an den Chattanooga, Tenn., D. C.

Anfrage des Erie, Pa., D. C. und der L. U. 16 für Stiftungsgelder wurde verweigert und Anfrage für einen Stifter an den G. P. gewiesen.

Anfrage der L. U. 16 Springfield, Ill., für eine Bewilligung zur Deckung der Kosten in einer Einhaltsbefehlsklage. Der Board bewilligte $211.00.

Anfrage der L. U. 206 New Caste, Pa., um Stiftungsgelder wurde verneint und der G. P. wurde beauftragt, einen Stifter dorthin zu senden, ebenso in der Anfrage der L. U. 1216 Galt, Ont., Can.

Medicine Hat, Alta., Can. — Anfrage der L. U. 1061 um Unterstützung, verweigert. Handlung des G. E. B. 14. Juli 1913, wann $200.00 für Stiftungsgelder bewilligt wurden, wurde verworfen und der G. P. beauftragt, Umstände zu untersuchen.

Grinnell, Iowa. — Anfrage der L. U. 929 um Sanktion in einer Gewerksforderung bewilligt.

Anfrage der L. U. 1355, Crawfordsville, Ind., um Sanktion in einer Gewerksforderung am 1. Januar 1914, in Kraft. Der G. E. B. rathet, daß dieses bis zum 1. April 1914 verlegt werde.

Anfragen der L. U. 1363 Brownwood, Tex., um Sanktion und finanzielle Unterstützung in einer Gewerksforderung. Sanktion bewilligt, finanzielle Hilfe verschoben je nach dem Berichte in den G. C. eintreffen; ebenso die Anfrage der L. U. 1455 Cabo Rojo, P. R.

Regina, Sask., Can. — Anfrage der L. U. 1867 um Erlaubnis einen Appell im Umlauf zu setzen für ein verunglücktes Mitglied wurde verweigert.

Fond du Lac, Wis. — Vollständiger Bericht der L. U. 782 über bewilligte Streikgelder wurde den Akten einverleibt; ebenso vollständiger Bericht des Ohio Valley D. C. für bewilligte Prozeßgelder.

Eine vereinigte Mittheilung der L. U. 32, 309, 288, 214, 12 und 126, bezüglich der Betreibung in den Central Labor Council und ein Schreiben der L. U. 309, wurde sorgfältig überlegt und an das Mitglied des 1. Distrikts für weitere Untersuchung überlassen.

Mittheilung des D. C. Grand Rapids, Mich., bezüglich des Arbeitertempels, wurde den Akten einverleibt.

Jersey City, N. J. — Eine Einladung zur Gemeinsamen Feier der Stiftung der L. U. 391 und 482 wurde verlesen.

Chicago, Jll. — Ein dankesbrief wurde vom D. C. gesandt für die Bewilligung an die streikende Offize-Möbelarbeiter.

Vollständiger Bericht der L. U. 16 Springfield, Jll. Der bewilligte Stiftungsgelder wurde den Akten einverleibt.

Eine Mittehilung des John H. Murray von New York bezüglich der Ueberforderung desselben als Stifter. Der Board beschloß die Zeit zur Zurückerstattung dieser Gelder zu verlängern.

Vollständige Berichte der L. U. 171 Youngstown, Ohio, und des Macon, Ga., D. C. der bewilligten Stiftungsgelder wurden den Akten einverleibt.

14. Oktober.

Alle anwesend.

Vollständige Berichte des Boston, Mass., D. C., des Grand Rapids, Mich., D. C. und der L. U. 84 Akron, Ohio, über bewilligte Stiftungsgelder wurden den Akten einverleibt.

Der G. S. zeigte folgende Anerbieten für die Druckung von 50,000 F. S. monatliche Berichte und 50,000 Schatzmeisters monatliche Berichte:

Cheltenham-Aetna Preß: 50,000 F. S. Berichte, $212.50; 50,000 Schatzmeisters Berichte $54.25.

The Bramwood Preß: 50,000 F. S. Berichte, $178.50; 50,000 Schatzmeisters Blankette, $45.00.

The Iron City Trades Journal Publishing Co., Pittsburgh: 50,000 F. S. Berichte und 50,000 Schatzmeisters Erlaubnis-Blankette, $223.50.

Harrington & Folger: $230.00 für 50,000 F. S. Berichte und $65.00 für 50,000 Schatzmeister-Erlaubnisse.

Der Kontrakt wurde der Iron City Trades Journal Pub. Co. vergeben, im Falle gesetzt, daß sie die Waare frei abliefern.

Hyde Park, Mass. — Vollständiger Bericht des D. C. der New York, New Haven & Hartford R. R. über bewilligte Stiftungsgelder wurde den Akten einverleibt.

Vollständige Berichte der L. U. 41 Nashville, Tenn.; des D. C. Knoxville, Tenn.; des D. C. Fall River, Mass.; des D. C. Indianapolis, Ind.; des D. C. Chicago, Jll.; der L. U. 978 Springfield, Mo.; der L. U. 1671 (Schiffbauleute) Boston, Mass.; des D. C. Birmingham, Ala.; der L. U. 1831 Arctic, R. J.; der L. U. 905 Freeland, Pa.; der L. U. 1588 Sydney, N. S., Can.; des D. C. Omaha, Neb.; der L. U. 1775 Shawinigan Falls, Que., Can., und theilweise Berichte der L. U. 136 Quincy, Jll., und des D. C. Kansas City, Mo., über bewilligte Streikgelder, wurde den Akten einverleibt.

Newport, R. J. — Theilweiser Bericht des D. C. über bewilligte Streikgelder. Der Bericht zeigt, daß nach $15.00 übrigblieben, der D. C. wurde benachrichtet dieses Geld zurückzuerstatten. Der Board bestimmt, daß wenn dieses Geld nicht in dreißig Tagen zurückerstattet wird, so wird dieses den L. U., welche dem D. C. angehören, pro rata abgefordert werden.

Montreal, Que., Can. — Theilweiser Bericht des D. C. über bewilligte Streikgelder wurde für Untersuchung an das Boardmitglied des 7. Distrikts gewiesen.

Der G. S. machte darauf aufmerksam, daß die englischen Konstitutionen und Rituale aufgebraucht sind und derselbe wurde beauftragt, 10,000 englische Ritualen und 30,000 englische Konstitutionen zu bestellen.

Mittheilung des Boston und Buffalo D. C. und der L. U. 441 Cambridge bezüglich der Handlung der Aberthan Construction Co. gegen unsere Gesellschaft in verschiedene Städte wo sie Arbeit verrichten. Ein Delegat des Boston D. C. erschien vor dem Board wegen derselben Angelegenheit. Nach einem Ueberblick des Falles, wurde entschieden, daß der G. S. mit der Larkin Firma von Buffalo und mit Sekretär Morrison der A. F. of L. korrespondiere. In Bezug auf die verschiedenen Arbeiten wurde der G. P. beauftragt, weiter zu untersuchen.

Mittheilung von der Boston D. C., welche befragt, daß das suspendierte Mitglied Max Umans wieder aufgenommen werde. Ein Delegat erschien vor dem Board bezüglich dieser Angelegenheit. Der G. S. wurde beauftragt, den Boston D. C. zu benachrichtigen, daß wenn die L. U. 954 diese Anfrage machen werde, so wird der G. E. B. darüber berathen.

Theilweiser Bericht der L. U. 16 Springfield, Jll., über bewilligte Streikgelder wurde den Akten einverleibt.

Toronto, Ont., Can. — Theilweiser Bericht der L. U. 1820 über bewilligte Streikgelder wurde an das Mitglied des 7. Distrikts gewiesen.

Halifax, N. S., Can. — Mittheilung der L. U. 83 bezüglich des übriggebliebenen $204.00 Streikgelder. Der G. E. B. entscheidet, daß ein vollständiger Bericht oder das Geld eingesandt werden muß.

Cumberland, Md. — Theilweiser Bericht der L. U. 1024 über bewilligte Stiftungsgelder wurde bis zur nächsten Sitzung verschoben und der G. S. beauftragt, diese Angelegenheit mit der L. U. 1024 aufzunehmen.

Der G. P. unterbreitet den Bericht des Komites zur Zählung der Stimmen über die Verschmelzung der Ver. Brüderschaft der Carpenters und Joiners von Amerika und des Amalgamated Society of Carpenters, wie folgt:

31,438 Stimmen dafür.
15,417 Stimmen dagegen.

Da dieses die zweidrittel Stimmen sind, wird ihe Vorlage angenommen.

15. Oktober.

Alle anwesend.

Der Board bewilligte $100.00 für Stiftungsgelder an die L. U. 338 und 1368 Jonquieres und Chicautini, Que., Can., und $200.00 and den Montreal, Que., Can., D. C., welche unter Aufsicht des G. P. verausgabt werden sollen.

Der Bericht des Boardmitgliedes Post, in Bezug auf die Gerichtsklage der V. B. der C. und J. of A. und der suspendierten L. U. 1787 von Newark, N. J., welche jetzt schwebt, wurde mit übereingestimmt.

Grand Rapids, Mich. – Mittheilung des D. C., welche befragt, daß die A. F. of L. Schritte nimmt zur Organisierung der verschiedenen Gewerken in den Möbel-Fabriken, wurde an die Delegaten der A. F. of L. Convention gewiesen.

New York, N. J. — Die Rechnung des Anwaltes Beattie in dem Moeller vs. Botts-ford-Dickinson Co. Falle wurde bezahlt.

Oakland, Cal. — Anfrage der L. U. 550 um einen Appell zu senden für ein verunglücktes Mitglied wurde versagt.

Der G. P. unterbreitete einen Bericht der L. U. 32, 309, 258, 214, 12 und 126 bezüglich des Central Labor Council von Größer New York, wurde an des Boardmitglied des 1. Distritts gewiesen.

Edmonton, Alta., Can. — Eine Resolution der L. U. 1325, welche besagt, daß die Hauptquartiere eine Bitte der bestraften und suspendierten Mitgliedern behalte und die L. U.'en jeden Monat damit zu versorgen wurde als Information verlesen.

Toronto, Ont., Can. — Appell des Toronto D. C. über die Entscheidung des G. P. Die Entscheidung wurde bestätigt.

Dayton, Ohio. — Anfrage der L. U. 839 um Stiftungsgelder wurde verneine weil die Anfrage nicht die Bestätigung des D. C. hatte.

Anfrage des Red Bank und Long Branch, N. J., D. C. für weitere Stiftungsgelder wurde an den G. P. gewiesen.

Der Bericht des Boardmitgliedes Potts über die Anfrage der L. U. 356 Marietta, Ohio, L. U. 1908 Piqua, Ohio, und L. U 525 Cosbocton, Ohio, um finanzielle Unterstützung für Fluthleidende Mitglieder wurde berathen und die Anfragen verneint.

Piqua, Ohio. — Der Bericht des Boardmitglieds Potts bezüglich des Berichtes für bewilligte Stiftungsgelder in 1910 der L. U. 1908 und wurde als vollständiger Bericht den Akten einverleibt.

Brooklyn, N. Y. – Appell des Max Steinfeld über die Entscheidung des G. P. in dem Falle desselben vs. Hudson County, N. J., D. C. Entscheidung bestätigt.

New York, N. Y. – Appell des F. Norton über die Entscheidung des G. P. in dem Falle desselben vs. des New York D. C. Entscheidung bestätigt.

New York, N. Y. – Appell des Geo. Henne, Nic. Manderer et al. über die Entscheidung des G. P. in dem Falle derselben vs. dem New York D. C. Entscheidung bestätigt.

Birmingham, Ala. – Appell der L. U. 103 über die Entscheidung des G. P. in dem Falle des J. L. Whalen, G. L. Cor et al. vs. derselben. Entscheidung bestätigt.

Mittheilung der L. U. 1366 Quincy, Ill., bezüglich der streikenden Mühlenarbeiter wurde als Information verlesen.

Superior, Wis. — Appell der L. U. 755 über die Entscheidung des 1sten G. V. P. Entscheidung bestätigt.

Baltimore, Md. — Appell der L. U. 29 über die Entscheidung des 1sten G. V. P., welcher ein Nebengesetz der L. U. nicht befürwortete. Entscheidung bestätigt.

16. Oktober.

Alle anwesend.

Vierteljähriger Bericht des G. P., des 1sten G. V. P. und des 2ten G. V. P. wurden mit übereingestimmt.

Mittheilung des Chicago, Ill., D. C. besagt, daß der seit dem 1. Juli 1913 im Gang gewesener Streik gewonnen sei.

Der G. E. B. legt Sektion 234 der General-Konstitution wie folgt aus: Daß alle vorgeschlagenen Verbesserungen welche für eine Abstimmung ausgandt, werden in dem „Carpenter" einen Monat vor der Abstimmung gedruckt werden müssen.

Der Board bestimmt, daß die Delegaten des Building Trades Department die Metallfrage per Resolution in der Seattle, Wash., Convention vorbringen.

Es wurde bestimmt, daß der G. P. diese Convention besuche.

Auf Vorschlag des New York D. C. wurde beschlossen, daß wir eine Metalltrim-Ausstellung in dieser Convention haben.

Rechnung des Anwalts Beattie für Ausgaben in den verschiedenen New York Fällen ($258.30) wurde bezahlt.

Elmira, N. Y. — Appell des Elijah Budd über die Entscheidung des G. Sch. Entscheidung bestätigt.

Sharon, Pa. — Appell der L. U 268 über die Entscheidung des G. Sch. Entscheidung bestätigt.

St. Louis, Mo. – Appell der L. U. 257 über die Entscheidung des G. Sch. Entscheidung bestätigt.

Cleveland, Ohio. — Appell der L. U. 11 über die Entscheidung des G. Sch. Da der Appell nicht in der vorgeschriebenen Zeit gemacht wurde, wurde der Fall fallen gelassen.

Pekin, Ill. – Appell der L. U. 644 über die Entscheidung des G. Sch. Entscheidung bestätigt

Butte, Mont. – Appell der L. U. 112 über

die Entscheidung des G. Sch. wurde an den G. Sch. gewiesen damit derselbe seine Entscheidung bedecken kann da der Leichnam im Juni 1913 gefunden wurde.

Ardmore, Okla. — Der G. Sch. wies die Anfrage für Sterbegelder für die verstorbene Frau des Jos. Hamilton an den G. E. B., und der G. Sch. beauftragt, auszufinden warum die Anfrage gemacht wurde, da dieses Mitglied nicht gutstehend war.

East Liverpool, Ohio. — Appell der L. U. 328 über die Entscheidung des G. Sch. Entscheidung bestätigt.

Evansville, Ind. — Appell der L. U. 90 über die Entscheidung des G. Sch. Entscheidung bestätigt.

17. Oktober.

Alle anwesend.

Der G. P. unterbreitete Mittheilung des New Bedford, Mass., D. C. bezüglich eines Streites mit der Lathers Union. Dieses wurde an die Delegaten der Seattle Convention gewiesen.

Key West, Fla. — Appell der L. U. 655 über die Entscheidung des G. Sch. Entscheidung bestätigt.

Bethlehem, Pa. — Anfrage des Lehigh Valley und Slate Belt D. C. für Stiftungsgelder. Der Board bewilligt $200.00.

Springfield, Ill. — Bericht der L. U. 16 bezüglich der Streiklage. Der Board bewilligt $112.00.

Sherbrooke, Que., Can. — Anfrage der L. U. 1684 für Stiftungsgelder. Der Board bewilligt $100.00.

Toronto, Can. — Der Board bewilligt $350.00 an die L. U. 1820 für Prozeßgelder.

Protest des Bruders R. Fuelle, Schatzmeister der L. U. 589, Indianapolis, gegen die Rechnungen der Boardmitglieder Cole und Potts. Der Board fand keine Ursache für diesen Protest.

Die Bücheruntersuchung wurde aufgenommen.

18. Oktober.

Alle anwesend.

Die Bücheruntersuchung weiter fortgesetzt.

20. Oktober.

Rechnung für die Druckung. Des Beweises im Falle des Bossert vs. Dhuy Appells, New York ($621.00), wurde bezahlt.

Der Board bewilligte $468.00 für Streikgelder an Toronto, Can., D. C.

Worcester, Mass. — Protest der L. U. 408 wegen der Absetzung des Stifters J. A. Milleite. Da die Stifter unter Aufsicht des G. P. stehen, wurde dieses an denselben gewiesen.

Der G. S. unterbreitete dem Board Mittheilung der L. U. 1284 Monticello, Ill., welches einen Vorschlag des U. M. Dustman, Ausgeber des „Progressive Builder" von Freeport, Ill., befürwortet. Der Preis dieses Blattes ist $1.00 per Jahr, und die Firma will sich verpflichten, 50 Prozent der Abonnenten-Gelder, welche von Unionleuten und Nicht-Unionleuten kommen (per Unionleute), bei den Sekretären der verschiedenen Unionen lassen will, welches dann an unser Hauptquartier gesandt werden soll zum Besten des Heimes für kranke, verunglückte und alte Zimmerleute. Die Referendum-Abstimmung im November 1912 zeigte, daß unsere Mitglieder kein solches Heim wollten, und deshalb wurde der G. S. beauftragt, den L. U.'en mitzutheilen, daß sie ihre Kontrakte mit dem „Progressive Builder" rückgängig zu machen haben, und der „Progressive Builder" hiervon benachrichtet werden soll.

Der G. E. B. vertagte sich jetzt um sich als Board of Trustees zu versammeln.

Die Sitzung des Board of Trustees vollendet, wurde die Bücheruntersuchung fortgesetzt.

(Schluß in nächster Nummer.)

Die britische „Board of Trade" hat die Verfügungen der Trade Boards Act auf fünf weitere Industrien ausgedehnt. Die neu hinzugekommenen Industrien schließen die Konserven-Industrie, die Hemden-Industrie, die Herstellung von Schachteln und Kisten, von Leinen- und Baumwolle-Spitzen, und das Bügeln in Wäschereien ein. Die in diesen Berufszweigen thätigen Kräfte belaufen sich auf 251,000 Personen. Von dieser Ausdehnung der Akte werden fast ausschließlich Frauen und Mädchen betroffen. Wie es heißt, herrscht nur geringe Opposition gegen die Einführung des Gesetzes.

Die Deutsch-Amerikanische Typographie hat im verflossenen Geschäftsjahr $3,248.00 an Unterstützung an Arbeitslose, $3,513.16 an Krankenunterstützung, $11,415.00 an Alterspension und $3,475 an Sterbegeld und Auskaufsgeld aufgewendet. Bei einer Mitgliedschaft von nur 891 Mann hat dieser Verband also eine Summe von $21,651.16 aufgebracht in einem Jahre für Zwecke, die man ohne weiteres sozial nennen darf. Eine solche Thätigkeit gereicht auch der Gesamtheit zu Nutzen.

Im Staate New York hat die organisierte Arbeiterschaft im verflossenen Jahre eine große Zunahme verzeichnen können. Vom September 1912 bis April 1913 wuchs die Zahl der Vereinigungen um 61, so daß zur Zeit die Gesamtzahl 2,530 beträgt. Die Mitgliederzahl stieg während desselben Zeitraumes von 526,672 auf 638,818.

Departement Francais

Le Droit De Se Syndiquer.

Quand un homme est seul il ne peut se défendre contre rien.—Père Lacordaire.

A chaque homme, quelque soit son rang ou sa station, appartient, avec son droit de vie, le droit de se syndiquer, de s'associer avec des camarades de sa classe dans un but de protection mutuelle. Aucun pouvoir humain pourrait enlever ce droit, qui est inhérent à sa nature comme être social, vivant, marchant, agissant parmi et avec les autres hommes.

La société civile elle-même est le résultat de cette même propensité chez l'homme, qui, reconnaissant la faiblesse individuelle, cherche la force dans un effort concerté. Et dans le cours des réglements nécessaires pour les actes de ses membres, l'on déclare, avec raison, qu'ils ont le droit légitime de chercher le bonheur aussi longtemps qu'en agissant ainsi ils n'empèchent pas les autres d'être heureux; qu'ils ont le droit de vie aussi longtemps qu'ils ne cherchent pas à enlever ce droit aux autres, reconnaissant par cela le principe de la loi naturelle qui non seulement donne aux hommes des droits et des devoirs personnels, mais aussi des droits et des devoirs sociaux. Et, comme dans certains cas nécessaires les individus affirment ces droits personnels, de même, comme être social, dans certains cas de nécessité, il peut affirmer ses droits sociaux.

Dans tout étât bien organisé, ce droit de se syndiquer devrait être particulièrement garanti à la classe laborieuse. L'organisation est bien plus une nécessité aux travailleurs qu'au capitaliste ou à la classe des patrons. Ils sont plus faibles, individuellement, et moins en mesure d'exiger qu'on leur rende justice. Un pauvre journalier, sans protection, sur les quair anglais, un travailleur dans les moulins de Homestead, ou un opérateur textile dans le Massachusetts a infiniment moins de chance à obtenir des gages et des heures de travail convenables que le patron a, comme individu, d'obtenir sa juste part de commerce et ce qu'il s'attend de recevoir de ses placements.

Pour vivre il est nécessaire que le travailleur travaille. Si ce n'était pas le cas il serait libre de disposer de son travail pour aucune rémunération de son choix. Mais comme c'est le cas, le travailleur ne peut, en justice, disposer de son travail pour moins que des gages qui puissent le faire vivre convenablement. S'il faisait cela, il volerait sa famille, il se volerait lui-même ainsi que ses camarades de travail. Non seulement avons-nous des obligations envers nous-mêmes dans cette affaire, mais aussi envers ceux qui nous entourent. En acceptant des gages incapables de nous donner une existence convenable nous sommes cause que les autres travailleurs reçoivent des gages moins élevés; ce fait a son influence sur d'autres, jusqu'en fin de compte nous avons l'inévitable résultat de nous trouver en face de travailleurs souffrant de la faim et incapables, de foyers tristes, d'épouses laissant ce pauvre foyer pour la "sweatshop" et la manufacture malgré leur instincts de mère, de petits enfants employés aux travaux où les huitres sont mises en boîtes, afin d'aider à gagner le pain quoaidien. Voilà la condition qui existe quand il y a compétition de coupegorges entre les travailleurs.

Afin de se protéger ainsi que ses camarades il est nécessaire que le travailleur se syndique. L'union lui donnera la force de demander avec succès. Sans cela le droit de vivre devient un vain mot qui ne veut rien dire.

Ceci n'est pas inconsitant avec le bien-être de la société. L'ordre est la première loi de la nature, et une organisation légitime et compacte de travailleurs à

gages, dirigée d'une manière intelligente et prudente ne saurait qu'être dans l'ordre des choses. Il devient alors plus facile, de déterminer la justice des demandes respectives de toutes les classes que si la société était divisée dans une masse confuse de lutteurs individuels. Avec le capital bien syndiqué et le travail non-syndiqué et démoralisé la condition ne saurait être bonne que d'un côté.

Comme preuve nous n'avons qu'à nous reporter vers la région d'acier et de fer de la Pennsylvannie Ouest. C'est là qu'en face d'une fournaise ardente ou au moulin à cylindre, l'on peut voir le travailleur peiner dans la pouissère et une chaleure excessive douze heures chaque jour, sept jours par semaine, souvent, pour des gages à peine suffisants à la vie. On peut le voir, après sa journée de travail, avenglé par les sueurs, sortir à l'air froid du soir, car il n'y a pas d'accommodations pour son comfort personnel. "The Pittsburg Survey," cette revue admirable et d'une exactitude connue, dit avec raison:

"Un régime de répression qui empêche les hommes de protester contre des conditions qui sont opposées à leur bien-être sert maintenant, et a servi depuis la destruction de l'unionisme, à garler les patrons en selle."

Si ces places étaient syndiquées, comme elles le seront certainement un jour, car le travail se poursuit sûrement de ce côté, il n'existerait pas de journée de 12 heures, pas de semaine sans un jour de repos au moins, pas de conditions insalubres jusqu'au point qui se voit de nos jours.

Parlant des unions de métiers d'Angleterre, Charles S. Devas nous dit que les bénifices qu'ils ont donnés ou ont aidé à donner aux artisans de ce pays sont nombreux. "Ils ont été une des forces principales qui ont tiré ceux qui travaillent dans les manufactures et les mines de l'horrible misère d'une période non-régularisée. Ils ont facilité les lois dans les manufactures pour protéger les femmes et les enfants contre la cruauté et la dégradation. Et pour leurs mem, bres, à part les bénifices de sociétaires, ils ont assuré des gages plus élevés, des heures plus courtes de travail, le renvoi des sous-contracteurs ou "sweaters," la disparition d'un grand nombre d'amendes et de pénaltiés; ils ont mis un frein à la brutalité des contremaitres et ont donné de l'aide à ceux qui étaient sans ouvrage. Ils ont donné une instruction mentale et morale à leurs membres, leur enseignant à discuter avec discernement, à agir de concert, à se pourvoir pour l'avenir.

Et nous pourrions ajouter à ces bénifices comme résultat de l'union des métiers et du travail syndiqué en général.

Les idées de "chacun pour soi" et "que le plus habile survive," en pratique, répugnent aux vrais instincts humains et sont absolument incapables de régulariser un étât ou une industrie. Si quelqu'un croit que ses gages sont assez élevés, qu'il ne se tienne pas à l'écart d'une manière égoiste, mais qu'il se souvienne que cela lui est venu au moyen des efforts de ses camarades de travail. Comment longtempts continuerait-il à recevoir de bons gages si toute tentative d'organisation était mise de côté?

Qu'il fasse donc sa part et qu'il aide par ses efforts. C'est ce que le travail syndiqué désire et demande. On ne désire pas une guerre sans fin, et on ne lutte pas simplement parce qu'on aime à lutter. On ne désire rien d'injuste, rien n'est pas raisonnable. Le travail syndiqué veut simplement des gages raisonnables pour une journée raisonnable de travail.

Les travailleurs syndiqués doivent aussi se rappeller qu'un grand principe est en jeu dans tout ceci, et que l'intention n'est pas de détruire toute opposition par la force. Qu'il se rappelle cela et qu'il marche de l'avant dans le but de travailler au bien-être de la class laborieuse.

Encourageant Succes

(La Presse, Montreal.)

La Fraternité Unie des charpentiers menuisiers poursuit, avec un encourageant succès sa campagne de propagande qu'elle a entreprise à travers toute la

province de Québec, pour le recrutement des membres nouveaux. Cette campagne est dirigée, à Montréal, par le comité d'organisation du Conseil de district, et dans le reste de la province par M. Narcisse Arcand, organisateur provincial.

A Montréal, deux belles et enthousiastes assemblées ont été tenues, la semaine dernière. La première eut lieu à Téttreaultville, dans la salle Chartrand. Un bon nombre d'ouvriers du métier, de ceux qui sont soucieux de faire quelque chose pour améliorer leur sort et celui de leurs familles étaient présents. M. Bouchard, président de l'union locale, était au fauteuil. Les orateurs furent MM. A. Cinq Mars, agent d'affaires. L. Bouthillette, président de l'union No. 1127 des employés des manufactures de portes et de châssis, J. A. Laflamme, secrétaire du conseil de district et agent d'affaires. O. Proulx, secrétaire financier de l'union No. 134 des charpentiers menuisiers, de Montréal. Ils demontrèrent par d'irréfutables arguments, que les ouvriers n'ont qu'un seul moyen pratique d'améliorer leurs conditions de salaires et de travail; c'est l'organisation. L'homme seul est sans défense. Un ouvrier qui, le pouvant, ne rejoint pas l'union de son métier, manque à ses intérêts et à ceux de sa famille. Vienne pour lui le temps de la misère, il n'aura pas le droit de se plaindre, car, il n'aura rien fait pour améliorer son sort. M. O. Proulx, chiffres en mains, démontra les progrès immenses que la Fraternité Unie a fait depuis dix ans. Sa conclusion fut que, si cette organisation n'avait pas été excellente en résultats, les milliers d'ouvriers, qui lui ont demandé protection, ne se seraient point affiliés à elle. Mais, c'est parce que les charpentiers menuisiers estiment qu'ils y trouvent leur plus grand intérêt, qu'ils s'empressent de se rallier sous son drapeau bienfaisant. Plusieurs membres nouveaux se sont fait inscrire sur les listes de l'union.

Dimanche dernier, à Saint-Henri, salle Saint-Joseph, une grande assemblée avait lieu, à laquelle de nombreux charpentiers menuisiers non unionistes assistaient. Il s'agisait de jeter les bases d'une nouvelle union.

Dans ce populeux district ouvrier. L'assemblée eut un plein succès. Elle était présidée par M. J. E. Vigeant, vice-président du Conseil de district. Les orateurs furent MM. A. Cinq-Mars, L. Bouthillette, Joseph Ainey, et Narcisse Arcand. Après avoir entendu les discours, l'assemblée résolut de charger M. Narcisse Arcand de demander une charte pour le nouveau local, et une quarantaine de membres nouveaux remirent leurs applications.

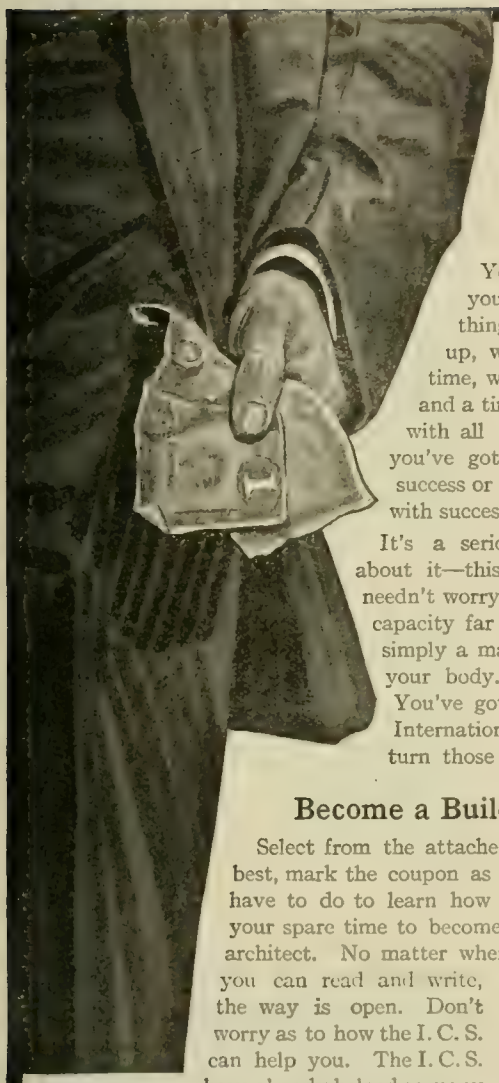
Dans la province, notamment à Jonquières et à Chicoutimi, M. Narcisse Arcand, accompagné de M. G. R. Brunet, organisateur de la Fédération Américaine, remporta un égal succès. Dans ces deux villes, ils fondèdent deux union fédérales qui donnent déjà les meilleures espérances. La nouvelle publiée par la "Presse" que deux évêques catholiques, Mgr. John Carroll, évêque de Héléna, Montana, et Mgr. O'Day, évêque de Seattle, venaient de rendre visite à la convention de Seattle, et avaient assuré la Fédération Américaine du Travail de leur estime et de leur considération, a produit le meilleur effet, dans les milieu ouvriers. On a beaucoup rélicité la "Presse," a déclaré M. Arcand, pour avoir publié cette dépêche, qui a dessillés les yeux à plusieurs.

Une union de métier n'est pas une institution charitable dans les sens ordnaire du mot; elle n'impose pas de conditions humiliantes à qui demande à en faire partie. Les bénéfices sont alloués comme un droit obtenu par des contributions sur une base co-opérative. Elle est opposée au paupérisme et à l'influence dégradante du paupérisme sur le caractère et le respect de soi-même. Elle favorise des salaires plus élevés et des heures de travail plus courtes comme un remède contre la misère; et elle s'efforce à obtenir une distribution plus équitable de la richesse, et dans le même but.

Claims Paid

DURING NOVEMBER, 1913

No.	Name.	L. U.	Am't.
20528	R. B. Morrison	98	$200.00
20529	Wm. Sittner (dis)	514	100.00
20530	Magnus Sundquist	632	50.00
20531	Mrs. Elsie M. Welch	701	50.00
20532	Adolf Andresen	10	200.00
20533	James A. Evans	525	200.00
20534	Wm. J. Williams	401	200.00
20535	James M. Helies	1374	200.00
20536	John D. Johnstone	176	200.00
20537	K. Larson	198	200.00
20538	M. B. Walrond	61	200.00
20539	Mrs. Delia Cary	323	50.00
20540	Ernest Brown	256	200.00
20541	Joseph Giroux	134	200.00
20542	John Lamson	43	200.00
20543	Arthur Hasenjaeger	10	200.00
20544	Frank Benes	54	100.00
20545	Edward Campeau	112	200.00
20546	J. L. Kidwell (dis)	581	400.00
20547	Davis Reed Scott	699	50.00
20548	Dwight W. Pond	800	50.00
20549	Herman Korban	1403	200.00
20550	Sidney E. Alvord	1572	50.00
20551	Mrs. Martha Gerhardt	1	50.00
20552	Walter W. Jenkins	6	200.00
20553	Mrs. Marie G. Gebs	76	50.00
20554	Mrs. Mabel Daly	196	50.00
20555	Mrs. Mary E. White	256	50.00
20556	John H. Kew	322	200.00
20557	Mrs. Sarah Jane Doyle	443	50.00
20558	Mrs. Edna M. Smith	1552	50.00
20559	Henry V. Endicott	1704	50.00
20560	Wm. Siebert	16	200.00
20561	Albert C. Rogers	155	200.00
20562	Mrs. M. J. Whately	471	50.00
20563	L. E. Ingram	810	200.00
20564	Ellis Powers	810	200.00
20565	Mrs. P. E. Dunlop	867	50.00
20566	Nathan Kantrowitz	1008	200.00
20567	Joseph Denk	1377	200.00
20568	Edmund Tompkins	10	200.00
20569	Mrs. Ida Kelly	16	50.00
20570	Charles Patterson	116	200.00
20571	Mrs. Eva Levis	134	50.00
20572	Albert Tesch	282	200.00
20573	John Michalek	309	200.00
20574	J. M. Rayburn	345	200.00
20575	Philip Breissinger	440	200.00
20576	Nicholas S. Powers	554	200.00
20577	Joseph Joyal	1125	200.00
20578	Arthur Demers	1610	200.00
20579	Jacob Meisenhelter	62	200.00
20580	Mrs. Caroline Hooper	10	50.00
20581	Geo. K. Phillips	17	100.00
20582	Mrs. Lizzie Serkin	1008	50.00
20583	Mrs. Petra Johnsen	457	50.00
20584	Mrs. Ellen C. Walborn	492	50.00
20585	Mrs. Kate Davis	1623	50.00
20586	Mrs. Fannie P. Sharpe	1709	50.00
20587	Chas. Johnson	62	200.00
20588	Robert N. Alexander	142	200.00
20589	B. S. Dallas	326	50.00
20590	Mrs. Mary E. Horton	1104	50.00
20591	Cornelius Smith	1297	50.00
20592	Mrs. Rosie Eckerd	12	50.00
20593	Mrs. Fredericka Rueckert	5	50.00
20594	Michael Braun	9	200.00
20595	Mrs. Alice Hamel	62	50.00
20596	L. O. Bourque	96	50.00
20597	Joseph Snyder	104	50.00
20598	B. W. Carpenter	132	50.00
20599	Charles Tremblay	134	50.00
20600	John J. Haneghan	377	200.00
20601	Wm. French	466	200.00
20602	Mrs. Helma Johnson	545	50.00
20603	Constand Gunzler	612	200.00
20604	Robert Hartman	691	50.00
20605	Mrs. Emma G. Shaw	948	25.00
20606	August Dubberke	1	200.00
20607	Wm. Hand	31	200.00
20608	Mrs. Cora B. Goode	75	50.00
20609	Jeremiah J. Garrison	121	50.00
20610	Geo. W. Kimball	847	200.00
20611	Martin Salmon	26	200.00
20612	Mrs. Clara B. Hall	340	50.00
20613	Mrs. Julia R. Thompson	834	50.00
20614	Mrs. Bessie Veverka	1786	50.00
20615	Clemens Streit	242	200.00
20616	J. George Nielsen	824	200.00
20617	John Minor	1771	200.00
20618	Mrs. Mary E. Doyle	42	50.00
20619	Lewis K. Badgley	75	50.00
20620	Mrs. Ida V. Lindsey	167	50.00
20621	Chas. M. Heller	211	200.00
20622	Thomas B. Grady	241	200.00
20623	James Armstrong	273	50.00
20624	John Neugebauer	309	200.00
20625	Mrs. Ida Voss	338	50.00
20626	Mrs. Ruth Johnson	712	50.00
20627	Wm. E. Ballenger	1835	200.00
20628	Anton Nicotera	13	200.00
20629	Jack Miller	13	200.00
20630	Mrs. Hannah Klock	37	50.00
20631	John H. Armstrong	136	50.00
20632	Gilbert Jones (dis)	224	400.00
20633	Mrs. Elizabeth Gibbs	437	50.00
20634	Herman Ruby (dis)	64	400.00
20635	Mrs. Marie Louise Houle	859	50.00
20636	John Gamouf	419	195.50
20637	Mrs. Mary E. Day	595	50.00
20638	James Igoe	476	200.00
20639	Patrick J. Hennessy (dis)	509	400.00



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Structural Engineer	Surveying and Mapping
Structural Draftsman	Commercial Illustrating
Concrete Construction	Mining Engineer
Electrical Engineer	Gas Engineer
Electric Lighting	Automobile Running
Plumbing & Steam Fitting	Bookkeeper
Heating and Ventilation	Stenographer
Plumbing Inspector	Civil Service Exams.
Estimating Clerk	Advertising Man

Name _____

St. and No. _____

City _____ *State* _____

Present Occupation _____

No.	Name.	L. U.	Am't.
20640	Louis Law (dis)	509	400.00
20641	Michael Dee	23	200.00
20642	Mrs. Mary F. Ryhal	104	50.00
20643	Peter J. Galusha	165	50.00
20644	Felix Charbonneau	707	200.00
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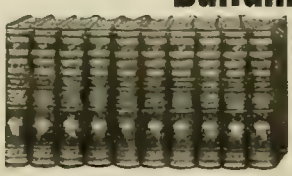

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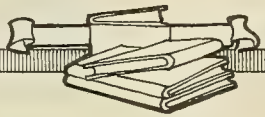

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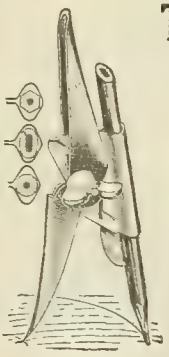

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